

PREPARED BY
CHRISTINA KARSENGRAY
IN COLLABORATION WITH DISTRICT RFRC

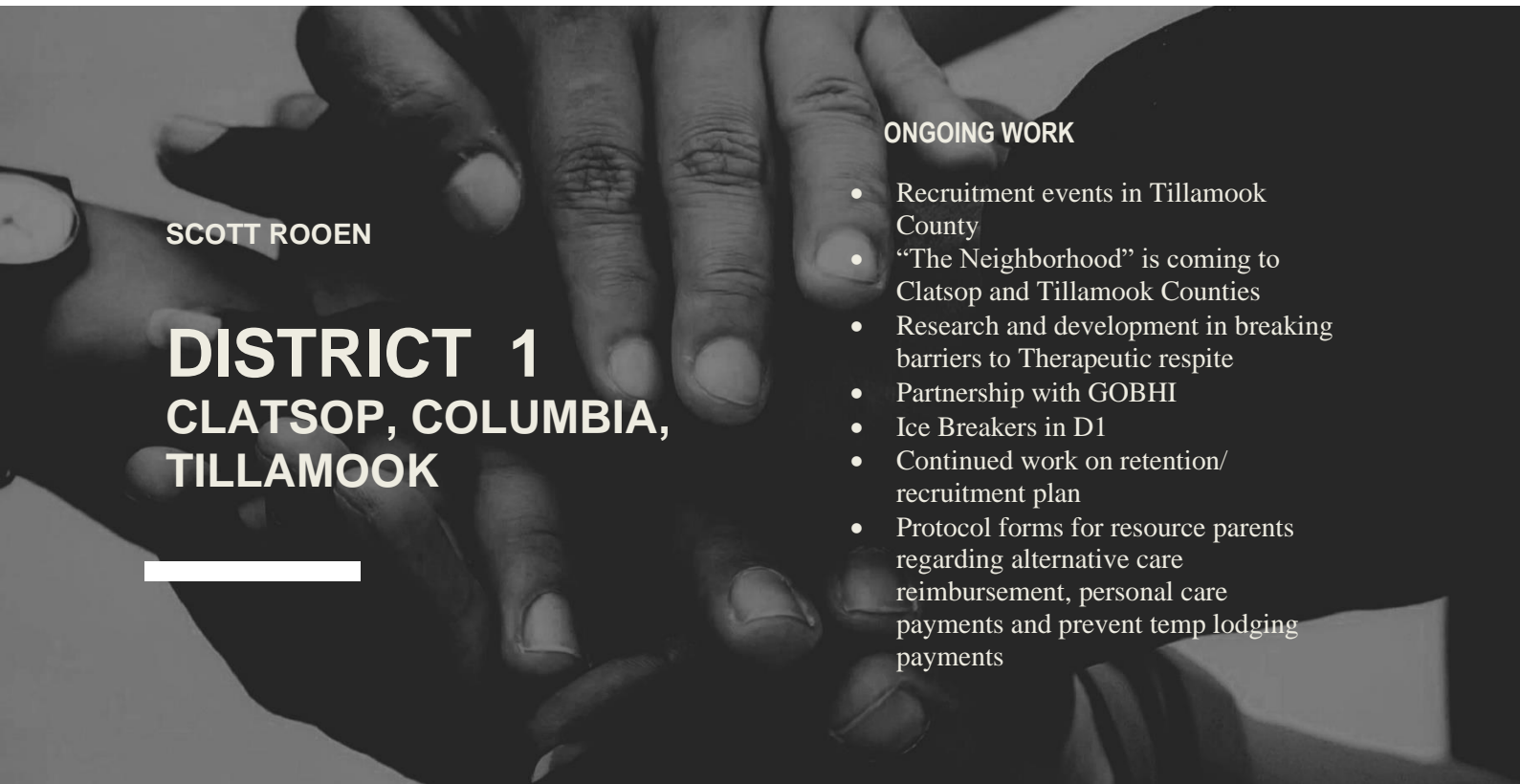
PRESENTED ON
OCT 7, 2021

RESOURCE FAMILY RETENTION RECRUITMENT
CHAMPION TEAM

MONTHLY REPORT

SEPTEMBER 2021

SEPT 2021



SCOTT ROOEN

DISTRICT 1 CLATSOP, COLUMBIA, TILLAMOOK

ONGOING WORK

- Recruitment events in Tillamook County
- “The Neighborhood” is coming to Clatsop and Tillamook Counties
- Research and development in breaking barriers to Therapeutic respite
- Partnership with GOBHI
- Ice Breakers in D1
- Continued work on retention/recruitment plan
- Protocol forms for resource parents regarding alternative care reimbursement, personal care payments and prevent temp lodging payments

D1 SUMMARY

This month I helped prepare families for the Foundations training. We made progress toward reaching our recruitment goals 2, 3, and 4, We have recruited two families that have communicated interest in supporting LGBTQIA2S+, sibling groups, and BIPOC populations.

I met with the Clatsop County Practice Level workgroup to talk about GOBHI’s Kinship Navigator program and continued the conversations around addressing barriers to respite for our families. I continued work on the creation and implementation of Ice Breakers for D1. This included connecting with the D1 meeting facilitators and coworkers, to review ODHS and Annie E Casey Foundation materials. This correlates to retention goal #5 and keeps us on track for implementation by 12/1/21.

I participated in two Equity and Inclusion Committee meetings and worked with the Chair to ensure meeting notes were made available. I met with the local Every Child affiliate to talk about retention and recruitment strategies for D1. We set up reoccurring monthly meetings with specific targeted agenda items for an ongoing partnership focused on retention and recruitment goals. I worked with the certification team to send flowers to a resource family and worked to create a flow chart to assist families and workers with the childcare reimbursement process.

Working toward retention goal #6, I met with a permanency supervisor to begin work on a checklist that will give clear guidance to workers on what information resource families need each time a child is placed with them. Additionally, I worked with a local mental health agency to prepare for de-escalation training for the certification staff involved in our certification after-hour support program.

Ongoing work: I participated in a grant interview with our Every Child backbone non-profit. If awarded this grant, D1 will begin to see more resources available to youth and families in our local communities.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Riverside Community Outreach
- Clatsop County Practice Level
- Retention plan
- After Hour Support Worker
- Exit Survey subcommittee work

Trainings I have participated in this month include:

- Communicating & Direct Work with Traumatized Children (Richard Rose)
- Building an Anti-Racist Culture for Healing
- Learning Lab – Communications Team

THE NUMBERS

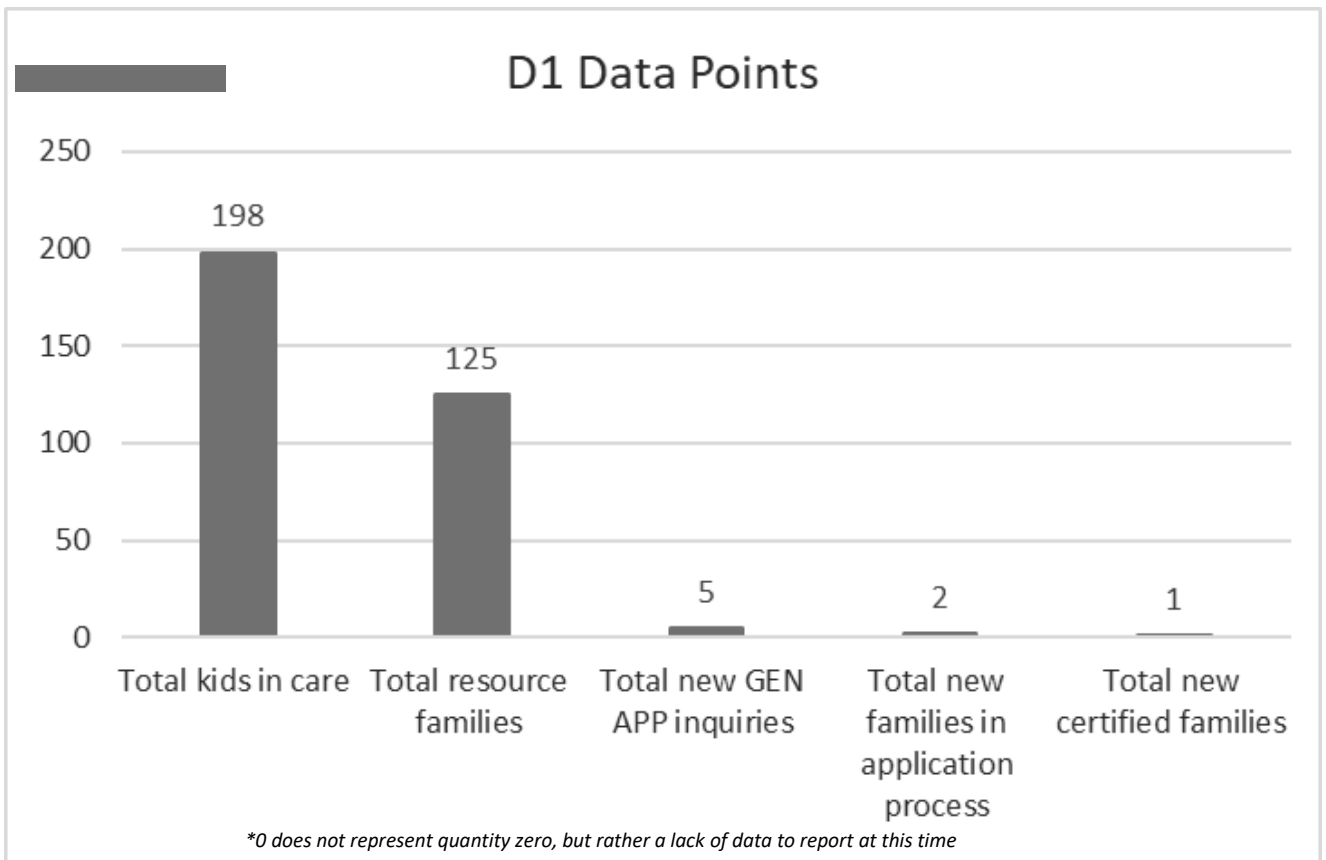
DISTRICT 1

Data provided is a combination of information pulled from ODHS ROM, ORkids, Inquiry Tracker, Inquiry Module and information being tracked by the staff in the local District.

**All data is a reported for the current month period*

Please reach out to Scott.H.Rooen@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

- D1 families will now have access to an after-hour support worker 24/7
- Continued progress on bringing ice breakers to D1
- Signed multiple families, up for local Foundations training

COMMUNITY CONNECTIONS

- KEEP
- GOBHI
- Local mental health agency
- Local CCO and Care Oregon
- Columbia County Health Coalition
- Oregon State University Extension Service – Columbia County
- CASA

LIZ HAUCK
MAGDA BEJARANO

DISTRICT 2 MULTNOMAH

ONGOING WORK

We look forward to:

- Reaching out to other recruitment and licensing organizations in the Tri-County area during the month of October to gauge their interest in coming together to discuss recruitment techniques, challenges, build knowledge and strength collaboration between agencies.
- Meeting IRCO's Foster Care Program to hear about their experience with the first training about foster care for the immigrant and refugee community in Portland, and to discuss ideas to support their work in continuing to engage this community.
- Participating in Park Rose Market Place on Saturday Oct. 23rd and Sunday Oct. 24th
- Learning more about Every Child's targeted marketing pilot project coming to D2 in the next coming weeks.
- Meeting with the Resource Parent Mentors on Oct. 13th.
- Participating in the Every Child Fall Summit on Oct. 7th.
- Initiating the implementation of the Resource Parent Capacity Tool (RP-CAT)

D2 SUMMARY

The D2 champion team worked to facilitate further engagement of CW staff in the development of the District's R&R Strategic plans. Through four separate drop-in sessions, the champions were able to review and discuss the areas of need, the goals and the strategies in each plan, as well as talk about action steps and ideas for each area of work. The sessions had participation from permanency, certification, SSA teams, MAPS, and some supervisors and were a great opportunity to connect and collaborate.

D2 champions also worked developing a couple tools to support the implementation of the strategic plans and maintain communication with staff throughout the process. More work is needed on the tools, but for the moment they are working on or considering a dashboard to follow data points of interest in recruitment and retention, a community engagement and collaborations tracker, a community outreach calendar and an OWL page for DHS staff to access related information and tools.

This month D2 champions also had the opportunity to host information tables at several in-person community events. Supporting them at the tables were members of the certification teams and permanency workers. For the culturally specific event El Grito Portland, the champions joined with the local chapter of HispNet, who partnered in planning and participation in the event. Additionally, significant work was put into exploring partnerships with different organizations and community partners to reach out to communities in D2 that may be able to help us engage new resource families for children with special behavioral or medical needs, teens, unaccompanied minors, and LGBTQIA+ identifying.

We continued exploring ways to collaborate with Every Child and Every Child PDX to address the targeted retention and recruitment needs of D2. More information about these meetings and collaborations is provided throughout the report.

Lastly, we worked on other projects that included engaging the local Resource Parent Mentors, developing outreach materials such as flyers or presentations for targeted recruitment, consulting with ODHS Communications and other ODHS departments and developing a template and delivery strategy with Creative Services for the D2 resource parent newsletter.

Workgroups/subcommittees/meetings/actions teams we have participated in this month include:

- D2 Daily Certification/Recruitment/Placement Huddle
- Unaccompanied Minors State-Wide Workgroup
- Certification Leadership Implementation Workgroup
- D2 Teen R&R Workgroup
- D2 TL Prevention

Trainings we have participated in this month include:

- Champion Learning Lab
- 211 Child Welfare Resource Parent Support Services

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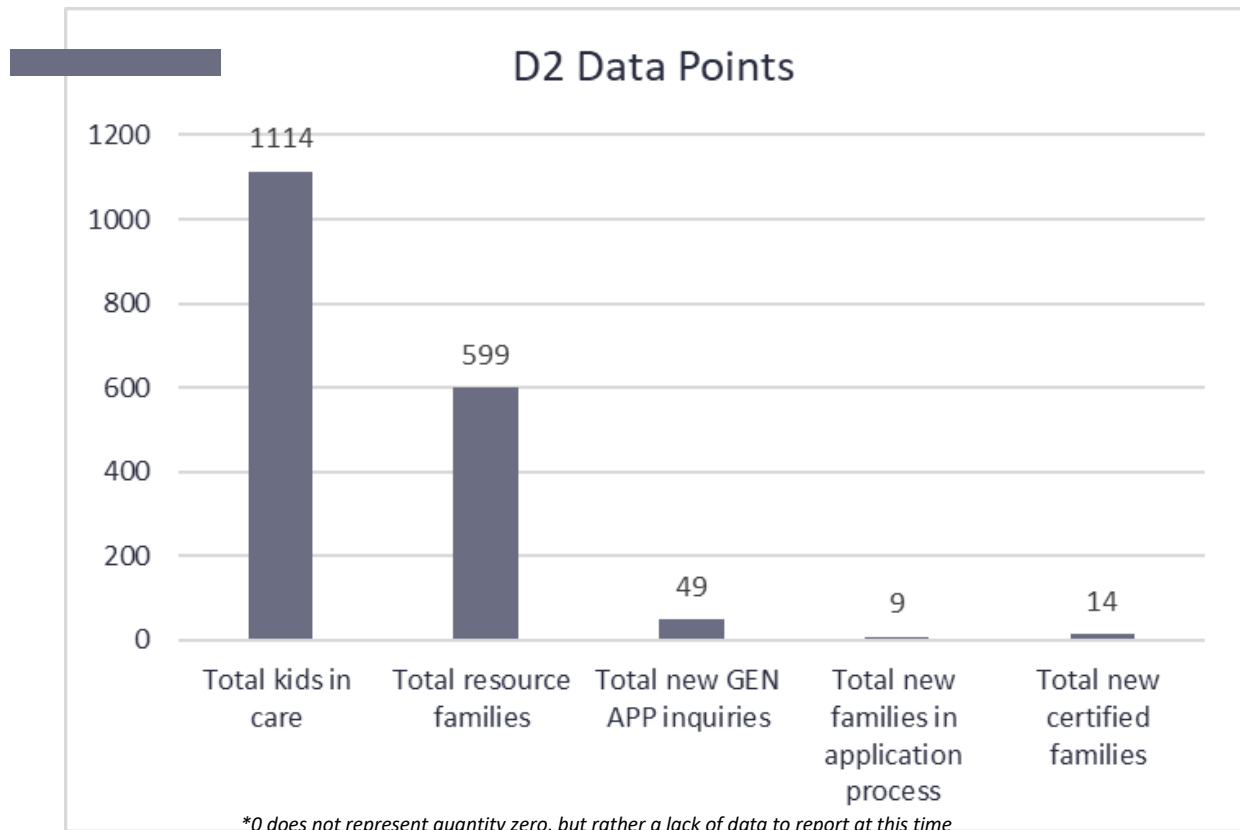
DISTRICT 2

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Please reach out to Elizabeth.Hauck@dhsosha.state.or.us or Magda.Y.Bejarano@dhsosha.state.or.us with any questions.



OUTCOMES

- Further engagement of D2 CW staff in the development of the district’s retention and recruitment strategic plans.
- Participation in in-person community events for recruitment with involvement of CW staff and D2 Latino Advisory (local HispNet Chapter). This month we were at: Belmont Street Fair on Saturday Sept. 11th, El Grito Portland on Wednesday September 15th and Woodstock Gives Back on Sunday, September 19th.
- Multiple connections with new and existing community organizations to explore partnerships in recruitment of families for the district’s targeted areas of need: families to care for teens and children with special behavioral and health related needs, families who are culturally diverse, and LGBTQIA+ affirming.

COMMUNITY CONNECTIONS

- ODDS Host Homes
- New Adventures for Youth
- Providence Parish Health Promoter Program
- Interfaith Movement for Immigrant Justice
- No One Left Off Line
- Free Mom Hugs
- Reynolds School District Foster Care Point of Contact
- Centennial School District

JOSEPH SARKEZ

DISTRICT 3

POLK, YAMHILL,
MARION

ONGOING WORK

- Action plans are being planned out and executed in regards to meeting recruitment and retention goals.
- Working with Every Child, resource parents and branches on how to create Resource parent support groups, led by resource parents.
 - Update: Newly formed Resource parent groups are working with ODHS and we are collaborating to determine best ways to support them.
- Targeted recruitment events and strategies in collaboration with Every Child.
- Resource Parent Night Out planning underway with Every Child and Foster Care Stability group in Yamhill. Resource parent groups are also interested.
- D3 is currently working with the Confederated Tribes of Grand Ronde to improve educational opportunities between our CW staff, Resource Parents (both tribal and not) and our tribal children.
- Meeting with Foster Plus is happening in October to look at how we can support teens and children in care who are transitioning between placements or need higher levels of care.
- Mix and Mingle event put on by Yamhill Family Wellbeing Counsel and Every Child in November, for Yamhill resource parents and those interested in becoming a resource parent or providing assistance in other ways.

D3 SUMMARY

This month has been successful in bringing in new ideas and partners. Planning with CTGR is underway and we are working toward providing educational opportunities that informs CW staff, resource parents and the tribal community about the history of CW and Native Tribes as well as how those partnerships can be strengthened. CTGR has many wonderful ideas about how to bring CW into the community and to develop informative videos that can be shared.

We are also currently collaborating with Foster Plus and looking at how to better serve our resource parents. We also would like to bring Pacific Source into our collaborative planning which will continue into October. This group will examine different ways to meet the needs Resource Parents have when caring for high needs children and how to bring in new resource parents to CW and Foster Plus who can continue to meet the unique needs of children.

Our collaboration with Every Child, CASAs, community business partners, Salem Angels, Cake for Kids, Keep and many others continue, and our partners continue to be great supports to our resource families.

Internally we are continuing to look at ways to improve our support for our resource families through our retention plans. We are bringing in people to make sure we have an equitable lens, helping ensure no resource parents are left behind.

We also are making sure that same equitable lens is always on when we are recruiting new resource parents. We do this by regularly checking in with people both in and outside of our CW system, resource parents and community members from different cultural, racial backgrounds and gender/sexual identities. We remain open to listen and act on the feedback given.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Polk, Yamhill and Marion branch team meetings
- Every child/ branch meetings
- Champion meetings
- Resource parent workgroups- Polk and Yamhill
- Retention plan workgroup with PM
- Yamhill Foster Care Stability group
- D1, Clackamas and D3 collaboration meeting with our FCC
- District and program managers meeting quarterly

Trainings I have participated in this month include:

- QPR Suicidal Prevention

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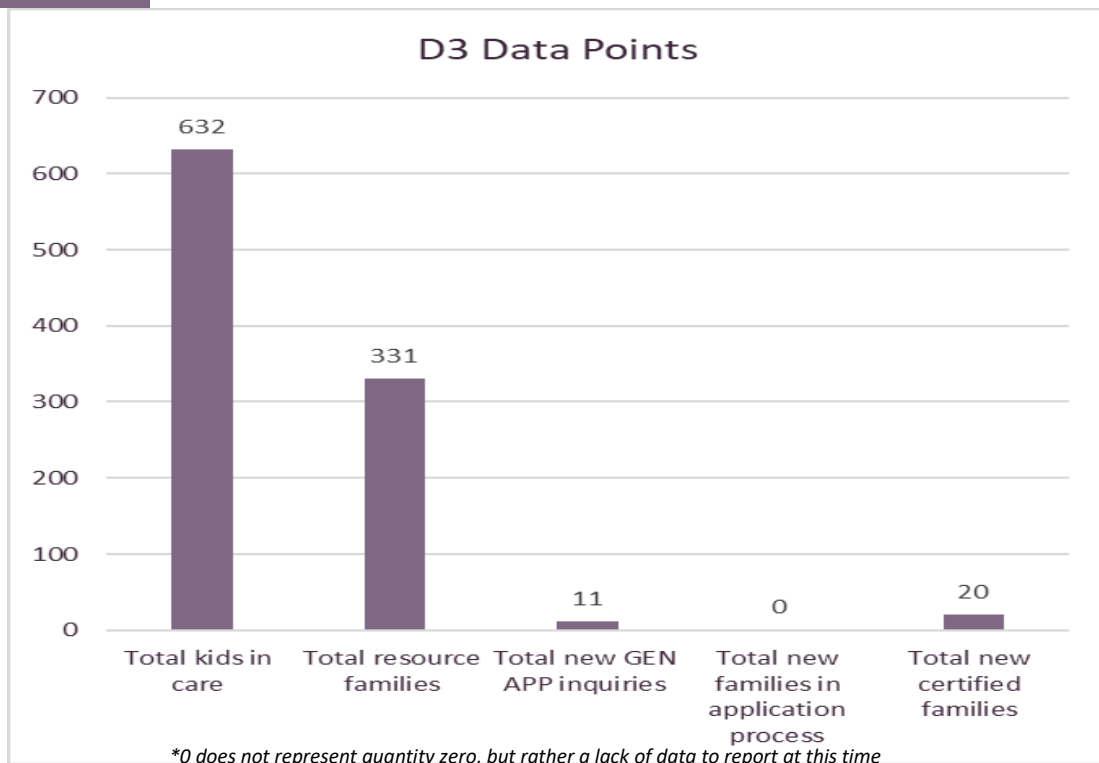
DISTRICT 3

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OUTCOMES

- Promoted Grief and Loss training to District 3 resource parents.
- Cake 4 Kids available for Marion and Polk Resource parents and children in their home.
- Foster Parent Night Out in Yamhill September 25th
- Continued adding in new inquires to our general foster care pool.
- Every Child and Yamhill are working together to provide volunteers interested in respite an easier way to connect to trainings, as well as opportunities for resource parents to seek out potential respite providers.
- Back to school supplies were provided through Every Child and our local branches for our resource families.
- Every Child/CASA and Foster Plus continue to participate together with us in recruitment events and planning.

COMMUNITY CONNECTIONS

- Individual/ small group meetings with: Every Child, Foster Plus, Polk and Marion CASA, CTGR
- Marion and Polk Resource Family support groups

CHAMPION COLLABORATIONS

- Collaboration with other champions on creating "Information to Share" document.
- D1, D15 and D3 collaboration monthly
- Looking at joint materials or advertising recruitment messaging.

ANDREA BELLOWS

DISTRICT 4 LINCOLN, LINN, BENTON

ONGOING WORK

- Recruitment events
- Recruitment/Retention plans
- Every Child/ODHS collaboration with EC Events from October to June (Discover, Explore Fostering & Respite Mix and Mingle)
- Events & thank yous for D&V retirement at 30 years.
- Lincoln County Support Group (still trying to get this off the ground)
- Linn County Support Group (the first Saturday of each month)
- Trainings: Leadership training on 10/6, Certification & Adoption Summit on 10/27
- Fall Every Child Linn-Benton 're-launch' drive through event in October.
- Part of planning for Lincoln County Shop with a Cop (12/4)

D4 SUMMARY

September 2021 was a very busy month, including supporting families as they adjusted their routines for 'back to school', and focusing on recruitment efforts related to kids staying in their schools and communities. I was able to get advertising for this event on two radio stations (including one Lincoln Community Connections station where I was a guest for 30 minutes!), as well as connecting with two newspapers. I was also given permission to advertise with a local movie theater in Lincoln City!

There was a definite increase in the 'hustle and bustle' of office meetings, out of home care staffing, resource home crises, and placement needs. A couple specific things I'm really proud of include that I assisted Lincoln county in finding placement for an adolescent girl until she can move to a higher level of care (this occurred with major help from Linn county certifiers Kim and Honor – thank you!). I was also able to support some resource parents struggling with case planning. In two cases, by working closely with the certification team, we were able to present accurate information and support to the resource parents who felt isolated and frustrated. I'm also very excited for the first 'sub-group' of a yet-to-be-determined Community Action Team. In D4, it was decided at a management level to start with a consistent meeting with internal staff from all program areas, including hearing ideas and strategies about retention and recruitment from people who are doing the work with families. This sub-group is currently comprised of 7 people and our first meeting is in mid-October!

Next steps for this group is to connect with community partners and bring them to the table by the end of the year. This is very specifically related to one of our retention goals of forming a Community Action Team.

I continue to be impressed by the insight and abilities of our resource families. The focus of the Fall newsletter for Linn-Benton and Lincoln Counties was connection between resource parents and families of origin. I had the pleasure to work with three families who shared their insights and experiences for the newsletters. Not only were these families motivated to connect with families of origin; they were excited to share their experiences with others in the hopes of encouraging other to seek more contact!

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Lincoln County Every Child Steering Committee
- Linn/Benton Every Child Re-Launch Planning

Trainings I have participated in this month include:

- QPR

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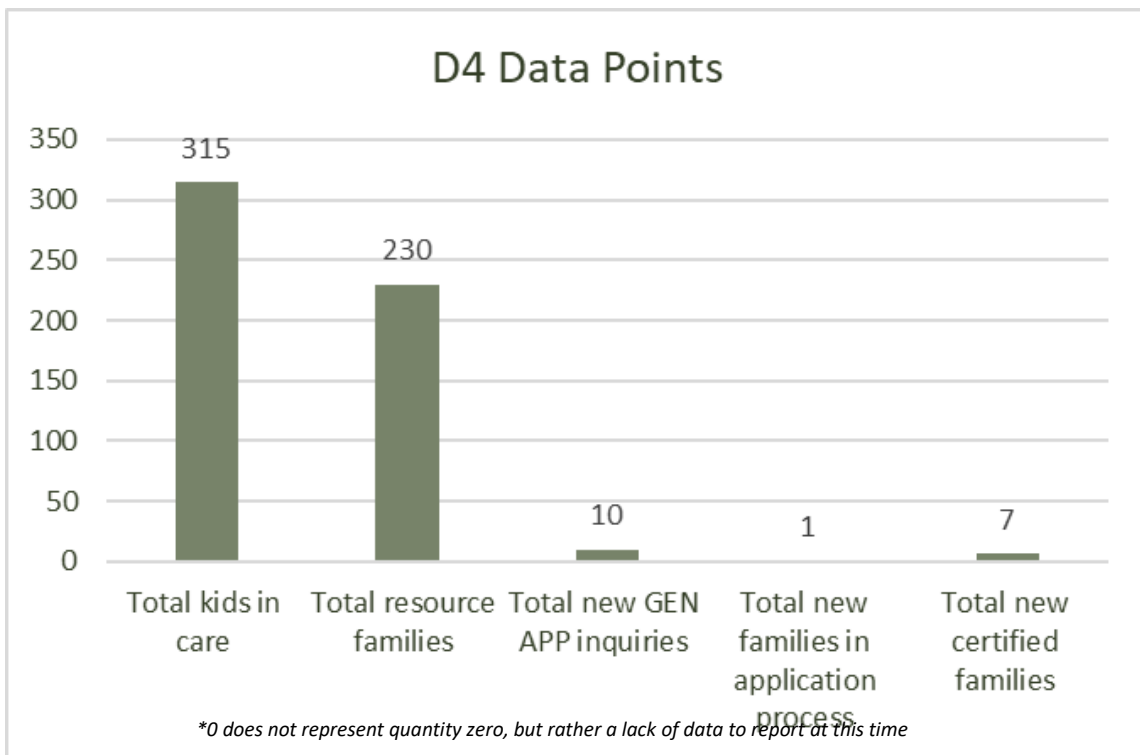
DISTRICT 4

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Please reach out to Andrea.Bellows2@dhsosha.state.or.us with any questions.



OUTCOMES

- Met with new D4 District Manager Belit Burke to discuss our retention/recruitment plan.
- Started planning a virtual ‘Back to School’ recruitment event for 10/7
- Sent out Fall newsletters to all areas of the District – with a focus on resource family relationships with families of origin
- Collaborated with PM re: complications with potential resource family.
- Collaborated with several certifiers to support families struggling with placement, case planning, visitation
- Connected an experienced resource parent with a new resource parent
- Provided a Trauma Informed Parenting Strategies training to caregivers on 9/21 and 9/22.
- Attended many case-specific staffings.

COMMUNITY CONNECTIONS

- Lincoln County Foster Parent Association
- KEEP for Linn, Benton & Lincoln
- Newport News-Times (article re: event on 10/7)
- Albany Democrat-Herald (connected with reporter re: event on 10/7) (more info available upon request.)

MEDIA

- <https://www.facebook.com/LinnFosterORAdopt>
- <https://www.facebook.com/LinnFosterORAdopt/videos/4489199424435671>
- <https://www.co.lincoln.or.us/boc/page/county-connections-2021#:~:text=Lincoln%20County%20Connections%20is%20a%20county%20radio%20program,hosted%20by%20Casey%20Miller%20%E2%80%93%20Public%20Information%20Officer.>
- https://www.newportnewstimes.com/community/foster-parent-virtual-event-set/article_4fe1ae00-20a3-11ec-98a3-db2f5d098268.html

BRANDYN RICE

DISTRICT 5 LANE

ONGOING WORK

- Meeting with 4J psychologist on 9.13.2021 on supporting youth with mental health needs and communication in schools on how to support kids/youth with high behavioral needs
- Planning for using funds for recruitment efforts; billboard, signs, and radio time
- Planning costs or possible video production for recruitment
- Recruitment planning goals set with six focus goals to begin targeted needs in months set ahead-
- Preparation for first CAT team meeting
- Preparation for school contacts in September once school starts
- Finalize plan for CAT team and invite, set dates
- Work on presentations of current needs in D5 for 2 community presentations (Rotary, school and 15th Night community group meeting)
- September Resource Family Newsletter to go out on 9/1/2021

D5 SUMMARY

This month I did work toward meeting the goal of creating a community action team (CAT). The invite for our first meeting went out to 20 of our Lane County ODHHS staff, 21 community partners and 5 of our resource parents. It will be held on Thursday October 21st via Microsoft Teams.

I had a very productive introductory meeting with a local community partner who works for the Coquille Tribe. This meeting is in direct alignment with D5's measurable goal #5 and Recruitment Strategy # 2.

I was excited to support one of our new inquiry families that have come forward with significant experience, begin as a respite support for children/youth experiencing temporary lodging (TL) or children/youth with high behavioral needs. They have provided our staff with great support and information about the children/youth experiencing TL. This family will be a part of our CAT to help build more homes that can possibly be doing the same type of care.

I have been working with some staff that are wanting to begin some recruitment efforts in the Cottage Grove area. This discussion is aligned with our recruitment measurable goal #4. This worker and I talked about bringing this plan to the CAT to continue planning.

In conjunction to measurable goal #3 in our Lane Retention plan, I have reached out to the area school districts and principles seeking the opportunity to work with them to support children/youth in care in their area.

This month I began the process of reviewing our current respite provider list. I made phone contact with ½ of those on the list and will continue reaching out to the remainder of those listed. I also met with our local certification staff to discuss updates on the respite list process/protocol and training.

I continued my work with our FAAPA president this month in collaborating our efforts to support our families. I began work on a MOU to articulate a solid outline of combining fundraising for our resource parents.

I was able to attend their monthly board meeting which was very productive in planning for fall needs and consultation. We worked together on planning for our upcoming Halloween event.

This month I continued the conversation and planning on a campaign effort with two local gyms. It looks like we can do these in later October or November. This will be a method of advertising the need in Lane County as well as raising some support funds for our resource families.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Participated in 18 different TL staffing/prevention staffing meetings
- Ongoing consultation with cert staff to communicate about tracking open home data for our district. Updated inquiry tracking process with cert tech team.
- Mentor Family Program Meeting and Workgroup
- Foster care and youth transitions meeting: September 7th 1-3pm

Trainings I have participated in this month include:

- Diversity Conference: Impacts of Trauma: September 13th
- Diversity Conference: Impact of Social and Civic unrest in the workplace
- Diversity Conference: Community Engagement: Covid Response
- Child Welfare Expo: September 23rd
- Communicating and Direct Work with Traumatized Children: September 24th 10-1

THE NUMBERS

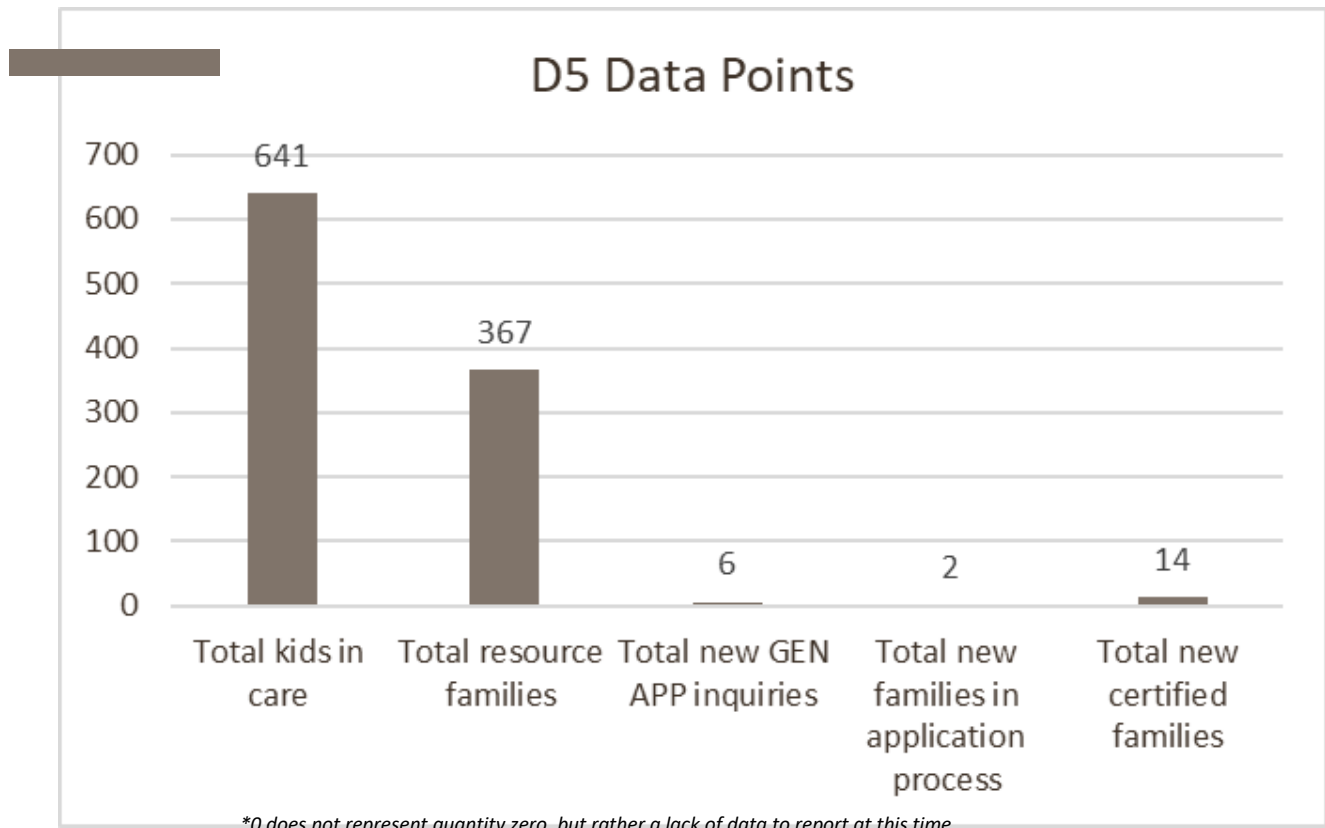
DISTRICT 5

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OUTCOMES

- Assisted finding possible respite option for youth facing TL; provided this family with various consultation on the process and paperwork in moving forward to support this youth.
- Set CAT meeting with invite to community partners and ODHS staff.
- Presented to certification units on CAT plan and collaboration.
- Began work on Halloween Drive thru event.
- Continued outlining action steps and strategies of D5 retention/recruitment plan. Particularly started outlining of cohort plan. In correlation to retention plan measurable goal #1.
- Worked on outline for CAT meeting.
- Continued planning for LGBTQIA+ targeted recruitment efforts (in correlation with Every Child brainstorming meeting on what this need is and how to partner in this in our community).
- Met with Homeless Family Program to collaborate on how to support homeless youth in our system.
- Assisted with multiple tangible needs request for staff.
- Collaboration with Bags of Love to fill and distribute youth bag requests.

COMMUNITY CONNECTIONS

- Worked with a local church to plan Halloween event details
- Individual/ small group meetings with: 15th Night (community partner gathering), local Rotary group and Every Child Lane County
- Follow up phone calls and emails with Orange Theory managers to discuss ideas of upcoming recruitment/awareness event
- Follow up email contact with F45 owner to discuss ideas of upcoming recruitment/awareness event
- Lane County Foster Parent Association
- Coquille Tribe

KATHRYN GARLAND

DISTRICT 6 DOUGLAS

ONGOING WORK

- First Presbyterian Church invited us back to speak to their congregation on Sunday, 11/14 at 10:30am during their church service.
- Recruitment event on Saturday, 10/9 at Sleep in Heavenly Peace's local chapter "Bed Build Day".
- Meeting with Pastor Nathan Goble from Roseburg Alliance Church regarding the possibility of his church being a host site to begin FPNO in Douglas County, retention goal #5
- Finish up the D6 Fall 2021 resource family newsletter that will go out in October 2021.
- Our Resource Family Support Group will start back up in October and meet virtually on the 4th Monday of each month via Microsoft Teams from 6-7:30PM
- Continue to work in collaboration with D6 Child Welfare leadership and staff toward the completion of recruitment and retention goals.
- Building Resource database for community partner information and local resources using free Google platform Retention Goal #3
- Customer Service Training to all D6 CW staff by Fall 2022
- Acxiom D6 Pilot in Fall 2021

D6 SUMMARY

Success of the month: The month of September has been busy and quite fruitful in the areas of community connections and recruitment opportunities in District 6. A large focus for me has been making connections with the local church groups and church affiliations and seeing which groups are open to having me come speak or are interested in building further partnership. Specifically, Roseburg Alliance Church and First Presbyterian Church have shown great interest in continued partnership beyond just speaking from the stage at their churches. I also had the opportunity this month to meet the local chapter leaders for Sleep in Heavenly Peace who build beds and provide bedding for families in Douglas County. I refer many of our resource families to this resource, so it was great to meet them. They invited me to set up a recruitment table at their quarterly "build days", the next one being Saturday 10/9.

Challenge of the month: Shelter placements have recently become an extreme challenge for our certification team in District 6. After a situation one weekend in September where there was a need for emergency shelter placement for a teen with high behavioral needs and all of the resource families on our shelter list said "no", it became clear that something needed to be done to prevent this type of situation in the future.

With guidance and leadership from our Program Manager, we decided to provide an opportunity for our resource families to join a Shelter Placement Information Session (offered twice in the month of September). The purpose was to learn about the extreme need for more shelter placements, give resource families time to ask questions and ask them to consider being placed on our shelter list when an emergent need comes up. Only two families joined these information sessions, which doesn't solve the issue. I anticipate more conversations and planning for resolution in the near future.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Collaboration with ECHO Every Child Douglas re: FPNO and mentoring project action plans
- Recruitment "Coffeehouse" Video subcommittee: first meeting is on Wednesday October 6th at 2PM.

Trainings I have participated in this month include:

- Child Welfare Chat: Workforce Development 9/14 at 11:30AM

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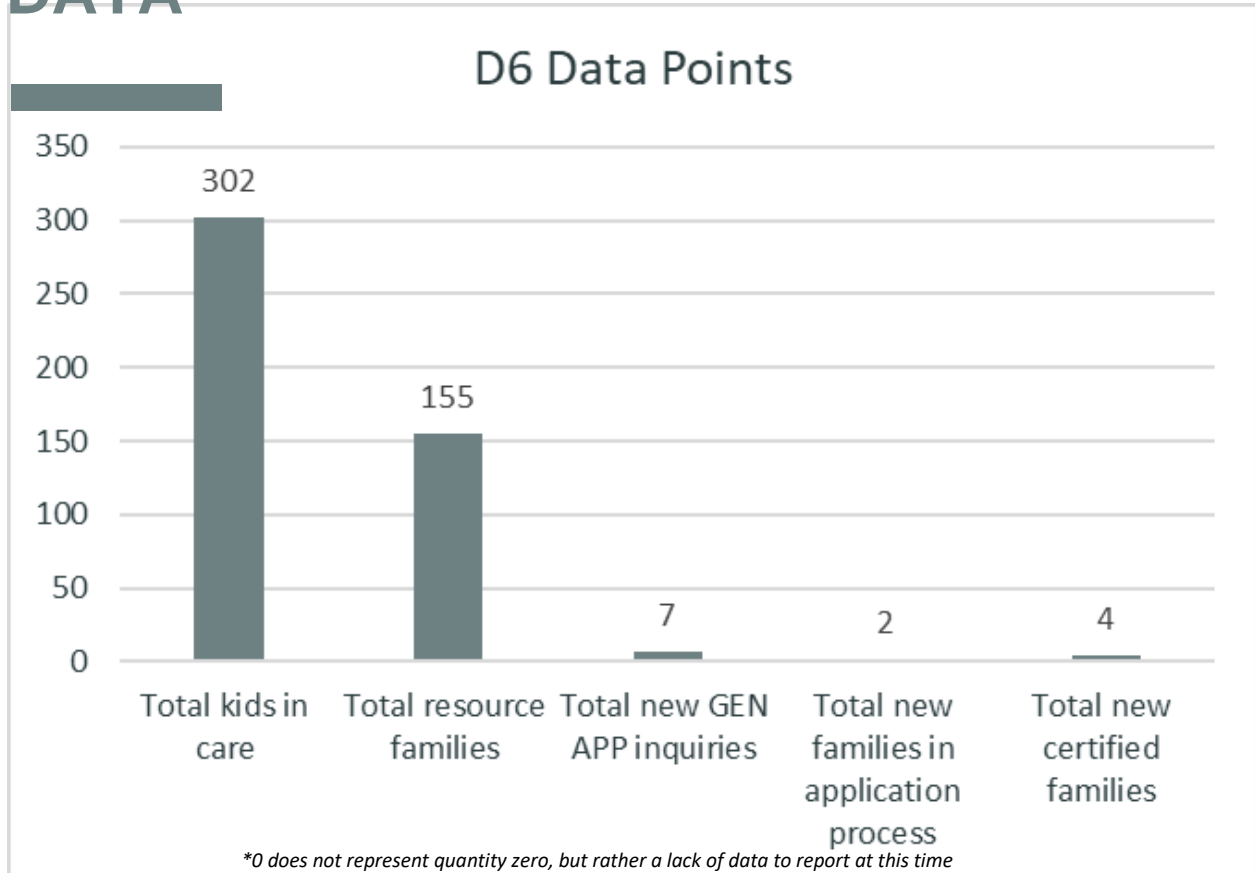
DISTRICT 6

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DATA



OUTCOMES

- Spoke at First Presbyterian Church during their church service “mission moment” about the need for LGBTQIA+ affirming homes and homes for teens in Douglas County on Sunday, 9/19 - **recruitment Goal #1**
- Planned, promoted and executed two “Shelter Placement Information Sessions” in coordination with the D6 CW leadership team and certification supervisors as an opportunity for resource families in Douglas County to find out more about the serious need we have for more shelter homes. These information sessions were held on Wednesday 9/22 at 7PM and Monday, 9/27 at 12PM.
- Two homes in the month of September worked through the inquiry process to “ready now” stage and received a warm hand off to a certifier.
- Contacted all “yellow/exploring/gathering information” inquiries this month to check in with them, see where they are at and answer any questions and provide any resources they may need that would aid in them taking the next step in the inquiry process.
- Sent two gift cards to Douglas County resource families who were recommended by certifiers to receive an extra boost of encouragement during the month of September.

COMMUNITY CONNECTIONS

- Connected with Pastor Vicky at the First Presbyterian Church in Roseburg which is an LGBTQIA+ affirming church. I was able to give her recruitment materials to make available to her congregation, and I will be speaking at her church about the need for more LGBTQIA+ affirming homes on Sunday 9/19. **recruitment goal #1, strategy 3**
- Met with Roseburg Alliance Church Head Pastor Nathan Goble to discuss ways that his church can get more involved to help ODHS Child Welfare support the work we do for children in care. Pastor Nathan invited us to attend their local ministry fair on Sunday, October 3rd from 9-1PM during their church services. **recruitment goal #1, #3 & #4**
- Connected with John Dimof from Thrive Umpqua to discuss networking in Douglas County and ways to get connected with Mercy Hospital, Adapt/Compass Behavioral health and Aviva Health HR departments to discuss the possibility of recruitment to their staff. **recruitment goal #2, strategy 1**
- Working with our local Every Child affiliate and certification support staff to make sure that we are able to account for and capture impact stories of what the gift cards that EC donates are going toward. A spreadsheet will be sent from certification OS2 to D6 Champion monthly with an account of how many gift cards were requested and what the requests were for. The D6 champion will then contact caseworkers at the beginning of the following month to capture impact stories.



THERESE ARNOLD

DISTRICT 7
COOS, CURRY

ONGOING WORK

- Collaboration with ODHS, CASA and FPA to streamline the process for resource families to access resources - ongoing
- Collaboration with community partners to continue recruitment activities

D7 SUMMARY

September 2021 brought renewed focus on the Retention and Recruitment Action Plans.

A sub-committee was formed from FC3 to discuss: recruitment measurable goal #1:

Certify 3 affirming families to care for children or youth who identify as LGBTQ by Dec 2021

When this goal is accomplished, we would expect to see an increase in the number children and youth placed with affirming families that can provide for their unique needs.

This meeting focused primarily on recruitment strategy #1: community partner collaboration. We discussed Action Step #1: Develop subcommittee from D7 PRIDE ERG dedicated to LGBTQIA+ to inform on recruitment activities, as well as Action Step #3: collaborate with D7 PRIDE ERG subcommittee and community partners to sponsor a targeted recruitment event.

CASA continued working on streamlining the process for resource families to access needed items that have been gathered from the community.

Ongoing contact with all foster care inquiries show that the community is still willing to take on the challenges of becoming resource families.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- D7 Resource Closet workgroup
- D7 Community Engagement workgroup - every Monday
- Attend FPA meetings and work closely with the FPA president for D7
- Daily huddle with certification team; weekly meetings with champion team; monthly meetings with FCC and champion learning labs and unit meetings
- Learning Lab - 4th Thursday of the month

Trainings I have participated in this month include:

- Learning Lab training
- QPR DHS training

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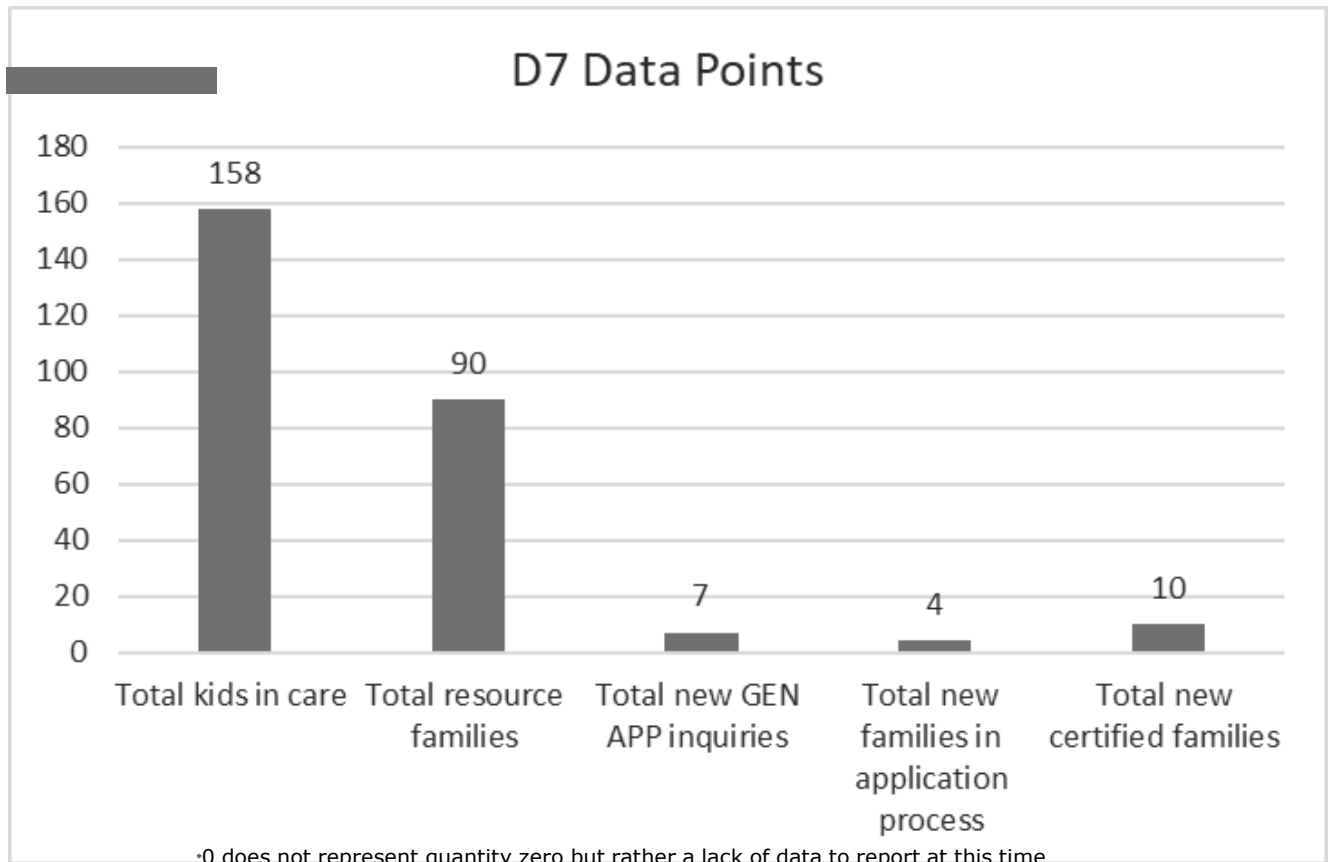
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Please reach out to Therese.m.helton@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

- Continued discussion of recruitment and retention action plans with program manager and certification supervisors
- Continued discussion of recruitment and retention action plans with FC3, Every Child in Coos and Curry
- Review recruitment/retention action plans to start meeting the goals

COMMUNITY CONNECTIONS

- Ongoing monthly meetings with FC3 community action team
- Ongoing monthly meetings with Every Child Coos and Every Child Curry
- Ongoing monthly community meetings – Community Advisory Council; Social Services Connect; Safe Families; West Lane 90by30;

BOB HENDRICK

DISTRICT 8 JACKSON, JOSEPHINE

ONGOING WORK

- We will soon be meeting to discuss a pilot program in Jackson County that would allow for a young parent to go to a resource family's home with their baby to avoid removal. This will also allow the resource parents to teach parenting skills to these young parents.
- Both Every Child affiliates in D8 plan to resume FPNO at the start of school if circumstances allow. As of now, these meetings will be virtual.
- We will begin our resource parent focus groups in September.
- We are working with All Care and Jackson Care Connect to begin meetings to discuss ways in which the community can partner with one another to best support resource families in our community.
- Everybody is Somebody boxes will soon be delivered by Josephine County Every Child for DHS to deliver to families.
- Both Every Child affiliates and other community partners are already preparing for Christmas. We will be coordinating with these partners to ensure delivery of presents for our children and resource families.
- We will soon present our Life of a Case classes again to do multiple requests from workers and resource families.
-

D8 SUMMARY

With the COVID surge in District 8, the Medford Multicultural Fair was moved to a virtual format. Unfortunately, this prevented us from being able to be in public to recruit new homes. We are now waiting to hear whether we will be able to be present at the Southern Oregon PRIDE parade in October or November. We have several people that would like to be a part of this initiative if we are able to do so.

We were able to meet with one of our CCOs in Jackson County to review our recruitment and retention plans. They appeared to be excited and were appreciative of us sharing what we are doing or planning to do. They feel that they will be able to work with us in providing supports to our local resource homes. We had already met with All Care in July and they are hopeful to assist us as well.

In preparation that we may not be able to have a gathering of resource homes as we have in the past for Halloween, we have coordinated with Every Child to see if they can assist in celebrating resource families at Halloween time. Both affiliates will be working on Boo Bags (little bags with treats). We will also be handing out our 'Everyone is Someone' boxes that are being provided by Josephine County Every Child.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child
- Foster Care System Workgroup
- Youth Development Workgroup
- Community Listening Session (All Care)

Trainings I have participated in this month include:

- Diversity, Equity and inclusion
- Communicating with Traumatized Children
- NTDC (National Training and Development Curriculum)

THE NUMBERS

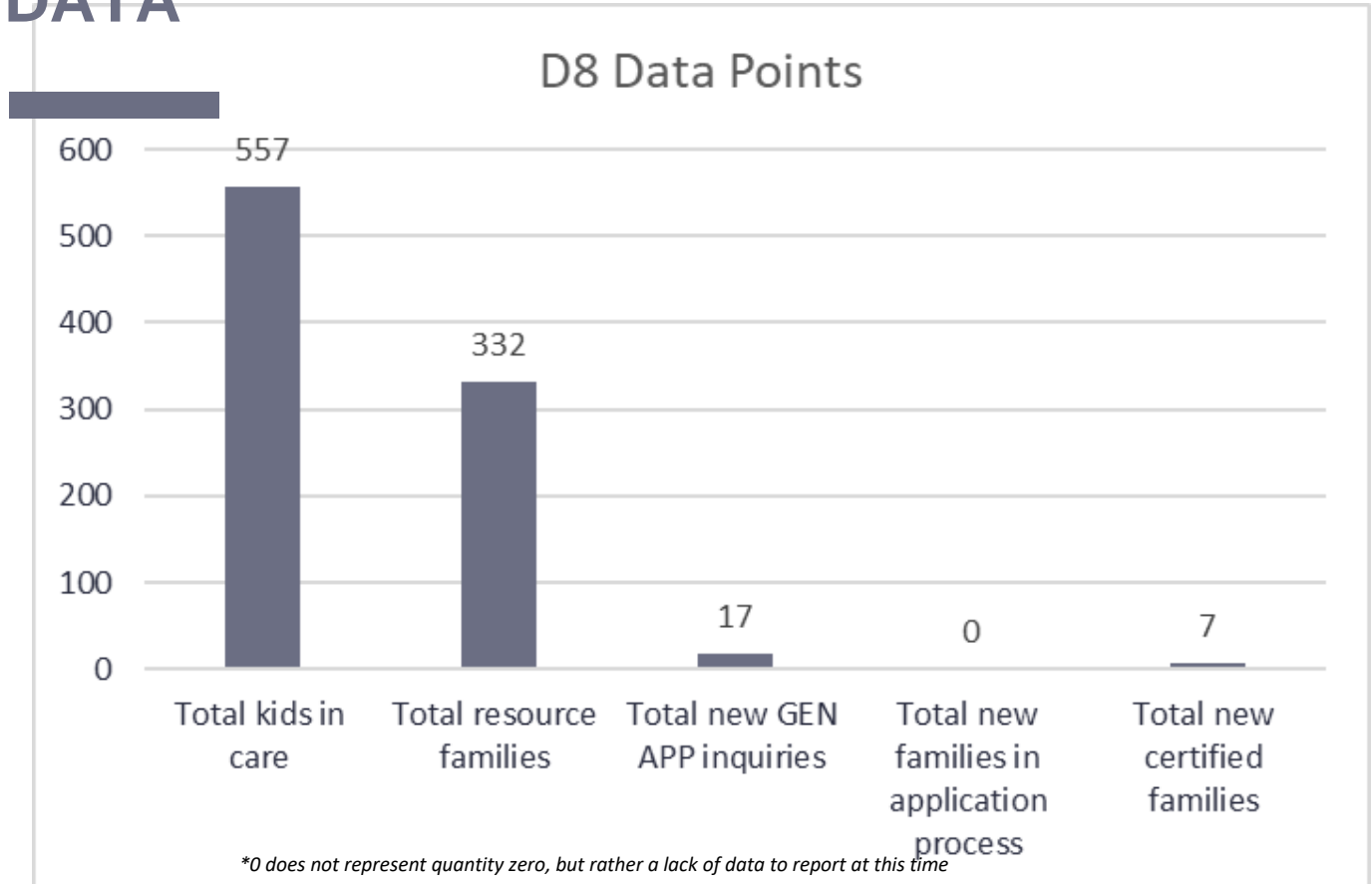
DISTRICT 8

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**All data is a reported for the current month period*

Please reach out to Bob.Hendrick@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

- Worked with Jackson County Every Child to assemble new outdoor play equipment for the outdoor visitation area at the local ODHS office.
- Josephine County Every Child affiliate provided the Child Welfare office with 5 inflatable queen size mattresses for emergency placements where a bed is needed.
- Met with Jackson Care Connect (CCO) to review our R&R plan and discuss ways we can partner regarding recruitment and retention opportunities.
- Every Child in Josephine County provided a Flash Box for a family who recently had 2 family members pass away within a short period of time.
- We have met our recruitment goals for both LGBTQIA2S+ affirming families as well as homes willing to take sibling groups.
- I am coordinating with one of the Kairos TFC proctor home recruiters to brainstorm recruitment ideas.
- The dates have been set and an RSVP list has been created for our Resource Parent Focus Groups which will be held during the first 2 weeks of October. This is part of our retention measurable goal #1.

- We still had families calling in about the news segment at the beginning of this month. A few of these families have already enrolled in Foundations and a couple are almost done with Foundations. Both counties are very hopeful that this will result in new resource homes.

COMMUNITY CONNECTIONS

- All Care Health
- Jackson Care Connect
- Jackson County Foster Parent Association
- Josephine County Foster Parent Association
- Every Child Jackson
- Every Child Josephine
- Rogue Valley PRIDE ERG
- SOELS Advisory Council

MARVIN HAMILTON

DISTRICT 9

HOOD RIVER, WASCO,
SHERMAN, GILLAM,
WHEELER

ONGOING WORK

- Recruitment events
- I am working with community providers such as churches and local resource providers to recruit more general applicant providers.
- Recruitment/retention plans, we are working to complete retention goals as well as assign due dates and persons to complete the task.
- With Love collaboration. This collaboration will fulfill the needs of resource parents with clothing and childcare needs for children between the ages of 0-6.
- Plan resource parent holiday event for resource families and children

D9 SUMMARY

The month of September was focused on a retention event for our resource families. D9 certification staff and I worked to promote an event that all resource families and children in care could attend and be compliant with COVID standards. Initially we had set up a pool party for the families and it was cancelled due to and uprising in Covid Cases in the area. We had to do a fast and hard pivot to keep the momentum for an event going.

Our sponsor for the pool party (Gorge Toyota of The Dalles) came up with an alternative that would meet covid guidelines and provide social distancing for all. They offered to rent out the Sunshine Mill Drive-In for a Resource Family Drive-In Movie Night. We worked with the dealership and Sunshine Mill to secure a date and time for the event. Sunshine Mill gave me a list of movies to choose from for that night.

I sent out the list of movies to all the resource families of D9 for them to vote on their movie of choice for the event. The response to the movie was impressive and the decision was made by only a few votes. The resource families decided that Disney's "Moana" was to be the movie of choice for the evening.

Community supporters such as Gorge Toyota, Pepsi Bottling and Shearers were amazing in supporting this event for resource families

Also, for the month I worked with Maurice's clothing store in The Dalles. Maurice's conducted a jean drive for children in care. There was a total of 50 pairs of jeans donated to the teens in care.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Recruitment and retention planning
- D9 Anti-Racism weekly Steering Committee
- D9 Anti-Racism Discussion, Monthly meeting
- Weekly meetings with Every Child Marcus Gillette

Trainings I have participated in this month include:

- Champions Learning Lab
- 2021 Diversity, Equity, and Inclusion Conference - Trauma is a Universal Experience
- Child Welfare Virtual Expo

THE NUMBERS

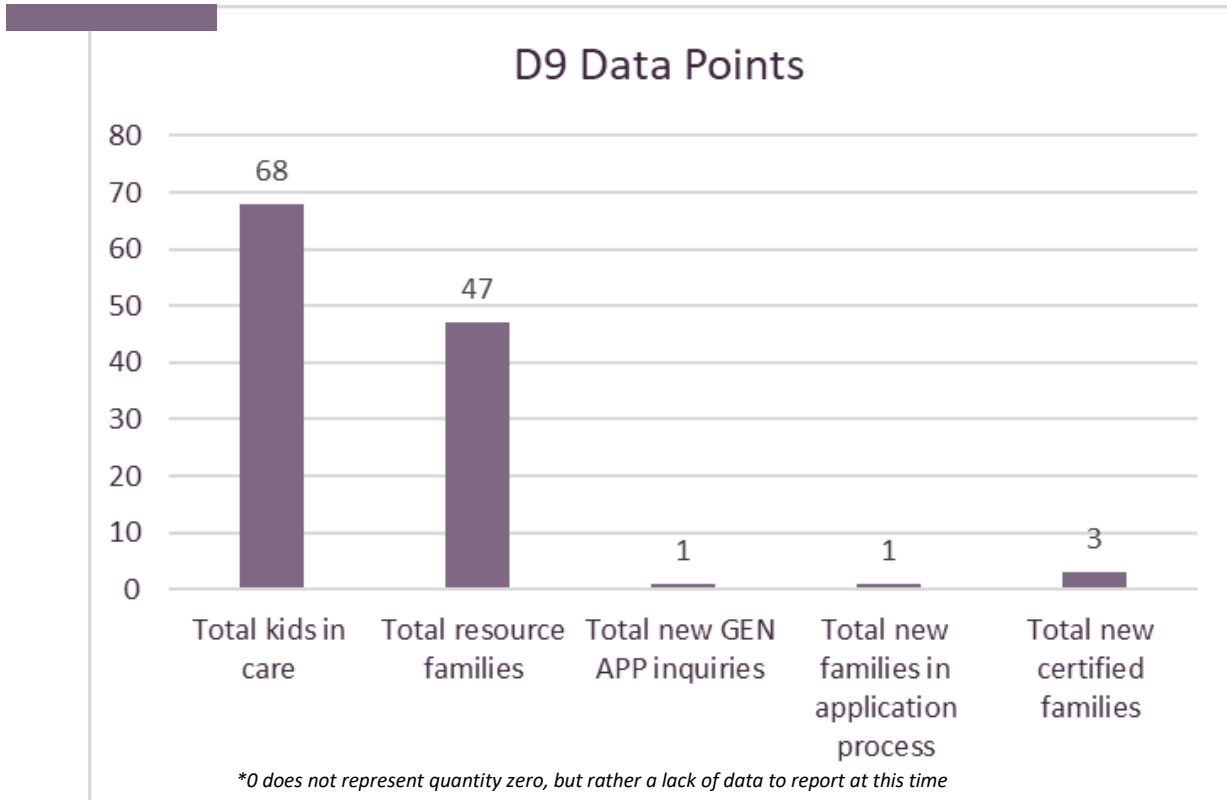
DISTRICT 9

DATA

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**All data is reported for the current month period*

Please reach out to Marvin.Hamilton@dhsosha.state.or.us with any questions.



OUTCOMES

- Project Lemonade, upon order completion I drove to Portland and brought back over 100 bags of clothing for 89 children in care in eastern Oregon. I worked with Project Lemonade to complete and deliver clothing to D9, D12, D13 and D14.
- D9 Certification team and I planned an event for the resource families at the Sunshine Mill Drive-In. The event was fully funded by community partners.
- I worked with the store manager of Maurices clothing store as they wanted to do a clothing drive and give the items to children in care. 50 pairs of Jeans were donated to the teens in care.
- I developed infographics for resource parents regarding transition of children in the home and how to obtain childcare reimbursement.
- Newsletter for October was completed and sent out at the end of September.

COMMUNITY CONNECTIONS

- Pepsi Bottling Company
- Maurices
- Shearers'
- Gorge Toyota
- Project Lemonade
- Sunshine Mill Drive-In



EMILY KOTAICH

DISTRICT 10

JEFFERSON, CROOK,
DESCHUTES

ONGOING WORK

- Family of origin and resource parent icebreakers
 - In October we will be focusing on protocol and training development.
- Resource family quality assurance calls
 - The first round of calls will launch in October.
- Fall recruitment and outreach initiatives
 - Collaborative outreach at Fall Fest October 2-3.
 - Latinx outreach and recruitment, Explore Fostering en Espanol on October 21.
- OSU Foster Care Panel- November 2021
- Christmas 2021 planning with Every Child and community partners.
- Childcare and after-school program availability for children in care, community collaboration, and solutions.

D10 SUMMARY

District retention work is continuing to build with several projects getting closer to launch. Family of origin and foster parent ice breakers are nearing realization through collaboration within and outside of the district. We are aiming to create a very transparent and staff-informed planning process to increase buy-in. Resource family quality assurance calls will begin in October with each manager calling one resource family per month. Feedback will be used to help drive retention efforts.

Covid-19 continues to present recruitment challenges as some events have been canceled while others have gone on in more limited fashions. I am working to fill the gray area and be mindful of virtual/ non-contact recruitment opportunities as well as being present at in-person events when possible. Overall inquiries remain steady, but follow-through to the certification stage is lagging.

I have been inspired by the level of community collaboration recently. From seeing the Mayfly Project in action and working with our local news to have them highlighted to high-level System of Care work, I am seeing sustainable seeds being planted for our community and children impacted by foster care

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Icebreakers (retention goal #2)
- Collaborative Youth Alliance (CYA) System of Care (SOC)
- Quality Assurance Call Process (retention goal #1)
- PM Meeting
- Every Child Central Oregon
- Me and White Supremacy
- Recruitment and Retention Roundtable
- TRACES

Trainings I have participated in this month include:

- CSEC Virtual Conference

THE NUMBERS

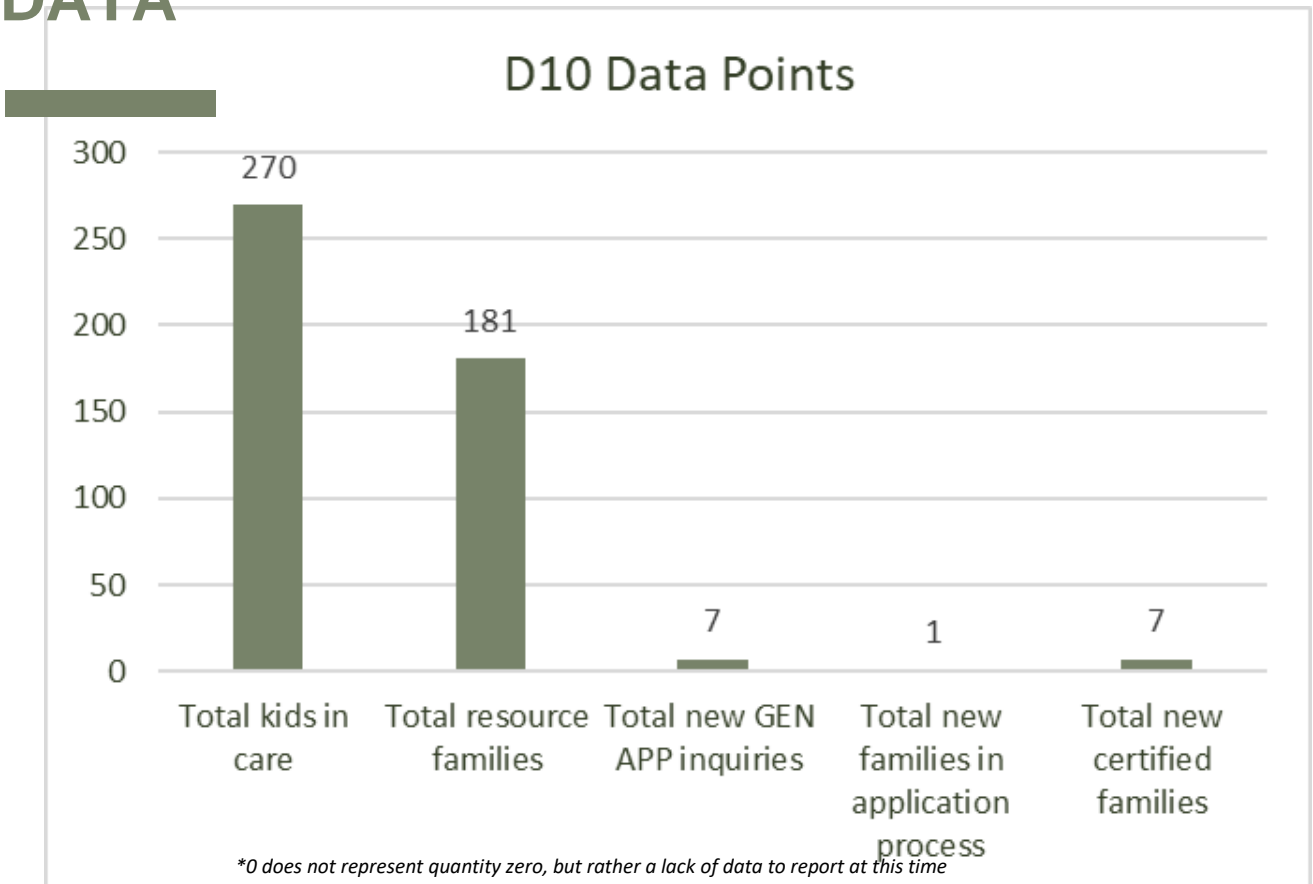
Data provided is a combination of information pulled from ODHS ROM, ORkids, Inquiry Tracker, Inquiry Module and information being tracked by the staff in the local District.

DISTRICT 10

**All data is reported for the current month period*

Please reach out to Emily.Kotaich@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

- The Mayfly Project (a program that offers mentorship and education to foster youth through fly fishing) completed their summer program based out of Bend. 6 youth "graduated" and I worked to get the program highlighted on the local news. See video link under "in the news/ media".
- I began working more closely with the SSA team on resource family matters and helped to develop a monthly raffle to highlight those providing visitation transportation assistance. This will be a part of a bigger push to emphasize and celebrate the value of family time for foster youth.
- This month I continued to work closely with the certification team and Every Child to develop a respite program model for D10. This model aims to fill the gap when families do not have natural supports. Families can make specific time-based requests or general respite requests through a Google form. Every Child recruits and pre-screens potential respite providers then work with our team to fully background check them and connect them to resource families looking for assistance.
- I represented ODHS at the virtual Explore Fostering hosted by Every Child. Three potential applicants attended.
- Retention and recruitment initiatives in D10 have more support through MSW intern, Kayla Shaffer. Kayla will be working with me to support retention efforts through various projects, starting with the dedication to the ice breaker project.

COMMUNITY CONNECTIONS

- Treehouse Therapies
- Bridge Meadows

MEDIA

- <https://ktvz.com/news/bend/2021/09/14/mayfly-project-hosting-fly-fishing-graduation-event-for-children-in-foster-care/>

BRIDGET KING

DISTRICT 11

KLAMATH, LAKE

ONGOING WORK

- 10/2/21 - Farmer's Market
- 10/13/21 - Train Mountain retention event
- 10/2021- Local Office Halloween Event
- 10/2021- Recruitment outreach at Hope Lutheran Church
- 10/2021- Sponsorship for R&R funds from local businesses

D11 SUMMARY

Highlight of the Month: District 11 has achieved our recruitment goal #1 of certifying two “affirming families to care for children who identify as LGBTQ youth” in our district. This has been a great achievement as we had a need for a specific child who has been having a difficult time finding the right person to connect with and we have high hopes that their new affirming placement will be a great match.

Success of the month: Recruitment flyers have been hung all over Klamath Falls and local Klamath office supervisors have made concrete steps toward creating an impactful community action team to address recruitment efforts.

Challenge of the month: As summer winds down, local recruitment event opportunities are becoming less available in the community. Also, due to lack of enrollment, our D11 virtual Foundations cohort offering was cancelled.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Every Child Steering Committee
- Tribal Subcommittee
- Operation School Bell for school supplies
- D11 Virtual Foundations
- Library Nights
- Every Child Recruitment Strategies committee

Trainings I have participated in this month include:

- Child Welfare Expo
- Trained local D11 staff for virtual Foundations

THE NUMBERS

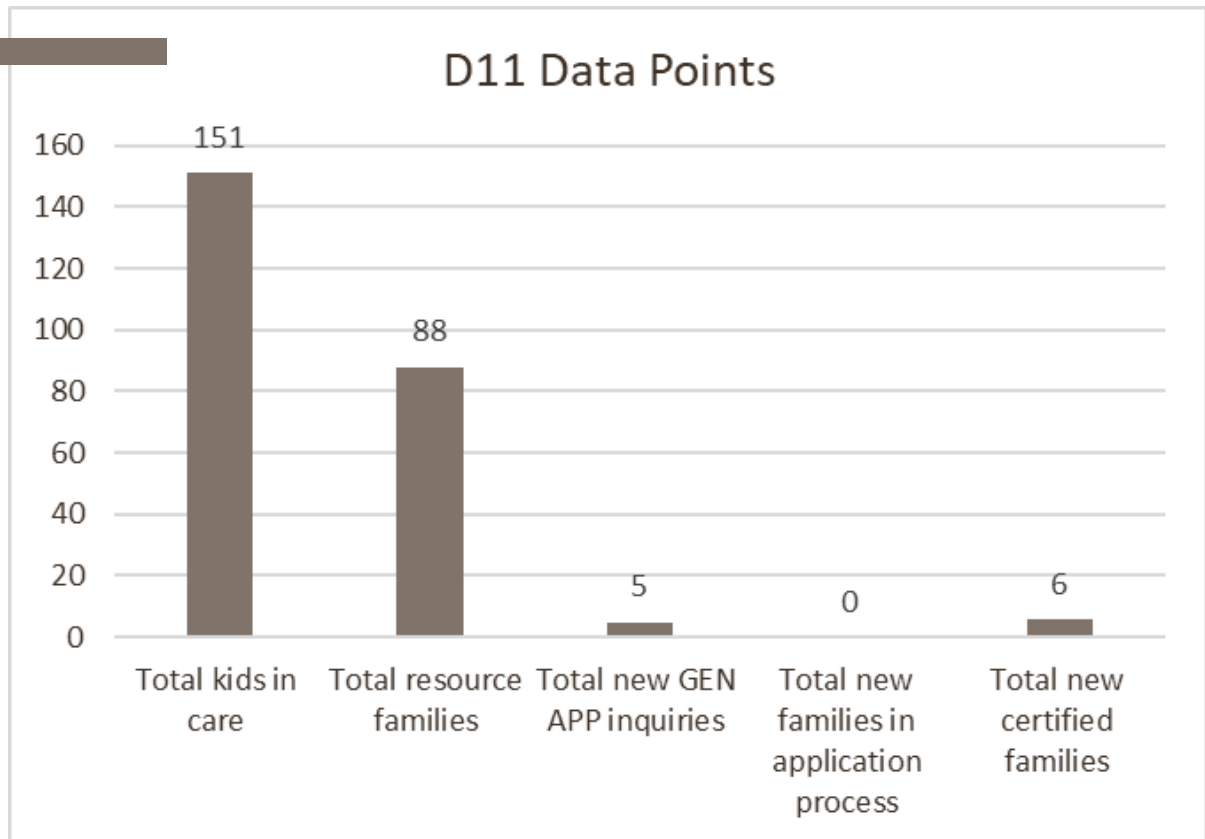
DISTRICT 11

DATA

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**All data is reported for the current month period*

Please reach out to Bridget.King@dhsosha.state.or.us with any questions.



*0 does not represent quantity zero, but rather a lack of data to report at this time

OUTCOMES

- I met with Quota Club to plan for Christmas pajama drive.
- Back to school bags were delivered to all resource homes with school aged children.
- Local certifiers are trained and prepped to offer virtual Foundations in the future.
- Local supervisors have been updated with R&R plans and I will be checking in monthly on action items to track progress.

COMMUNITY CONNECTIONS

- Quota Club
- Farmers Market
- Klamath Assistance League



MARVIN HAMILTON

DISTRICT 12

MARROW, UMATILLA

ONGOING WORK

- Recruitment/retention plans
- With Love collaboration. This collaboration will fulfill the needs of resource parents with clothing and childcare needs for children between the ages of 0-6.
- Plan resource parent holiday event for resource families and children
- Recruitment events

D12 SUMMARY

The month of September I have focused on preparation of the recruitment and retention plan. The retention plan has gone through many changes and revisions to meet the needs of local resource families. There have been many discussions with the resource families about their needs and what they want to see in the future when working with DHS.

I have been calling and keeping in contact with all the families who signed up last month for more information, at the Umatilla County Fair. There are many families who want to start the process but also have many questions. Working with families and helping them to complete the process of application and on to training, has been the largest focus of this month.

COVID-19 restrictions have been a defining detail when it comes to providing any type of community event or outreach program that would aid in recruitment efforts. Efforts to support our current resource parents have also been affected by covid. We have had our resource parent support meeting via Teams.

During September, I created several infographics that would help current and future resource parents understand the process for childcare reimbursement, how to schedule medical appointments and what to do when a child newly enters their home.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- D12 Equity & Inclusion Meeting.
- Weekly meetings with Every Child, Marcus Gillette

Trainings I have participated in this month include:

- Champions Learning Lab
- 2021 Diversity, Equity, and Inclusion Conference - Trauma is a Universal Experience
- Child Welfare Virtual Expo

THE NUMBERS

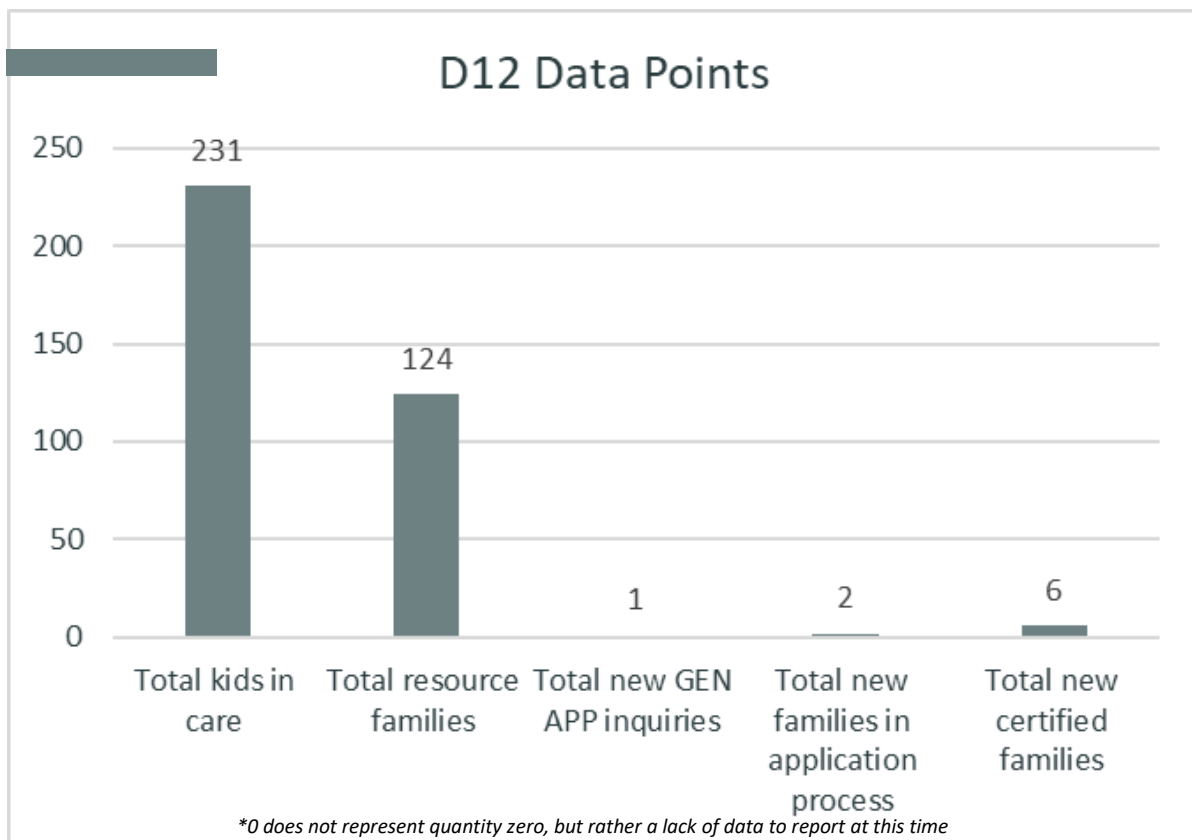
DISTRICT 12

DATA

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Please reach out to Marvin.Hamilton@dhsosha.state.or.us with any questions.



OUTCOMES

- The resource parent meeting was not well attended due to school sports and teacher parent meetings. The main discussion topic was of covid rules and stipulations
- Project Lemonade, upon order completion I drove to Portland and brought back over 100 bags of clothing for 89 children in care in eastern Oregon. I worked with Project lemonade to complete and deliver clothing to D9, D12, D13 and D14.
- I developed infographics for resource parents regarding how to obtain a medical appointment in the first 30 days of placement and how to obtain childcare reimbursement.
- Newsletter for October was completed and sent out at the end of September.

COMMUNITY CONNECTIONS

- Every Child Steering Committee

MEDIA

- https://www.kptv.com/sports/stand-together-week-thorns-and-timbers-shop-for-project-lemonade/video_df7a634e-c6ae-5164-8720-63f511b38075.html
- https://www.hermistonherald.com/news/community/lemonade-run-comes-up-roses-for-area-foster-kids/article_c14d4e22-180c-11ec-83c0-939296c61165.html



TAMMIE BLESSING

DISTRICT 13
BAKER, UNION,
WALLOWA

ONGOING WORK

- Virtual Explore Fostering Event for D13 & D14 families on October 21st and 28th.
- Participation in focus groups for review of core training for resource families.
- Collaboration with D13 certification team and community partners for holiday planning to support resource families and children experiencing foster care.
- Support to District 13 with implementation and tracking of recruitment and retention plan. Participate in and support workgroups formed to address District 13 retention goals.
- Planning meeting with D13 resource families for feedback on retention efforts 10/13/21.
- Participate in Behavioral Health Therapeutic Foster Care workgroup.

D13 SUMMARY

This month I continued work on the District 13 Retention and Recruitment plan. I participated in the ice breakers work group who has made significant progress toward implementation of ice breakers in the District 13. Final revisions of the protocol and engagement materials for families are in the works and the District 13 plans to implement ice breakers by early October. Efforts toward meeting recruitment goals included outreach to community partners requesting recruitment needs continue to be posted on partner social media sites, or in print materials. Community partners were provided with ODHS recruitment materials that were county specific and included the need for affirming homes for LGBTQ children/ youth, sibling groups, young children and teens.

I participated in the National Adoption Conference which focused on providing care and support for children in adoptive placements and their families. Much of the information from the conference can be applied directly to all resource families whether they are fostering or adopting. Resources and information from the conference has been shared with the ODHS Resource Parent Retention and Recruitment Champion team and will be shared with resource families and foster care certifiers as appropriate.

Coordination and delivery of clothing provided by Project Lemonade and Every Child to children and youth experiencing foster care was another focus this month. Children in Wallowa and Baker Counties received clothing items.

I also participated in temporary lodging staffings, followed up on all new District 13 general applicant inquiries and sent out exit surveys.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Ice Breaker workgroup D13
- Retention & Recruitment planning group
- Every Child/ ODHS planning group

Trainings I have participated in this month include:

- National Adoption Conference
- National Adoption Month: Every Conversation Matters by AdoptUSKids

THE NUMBERS

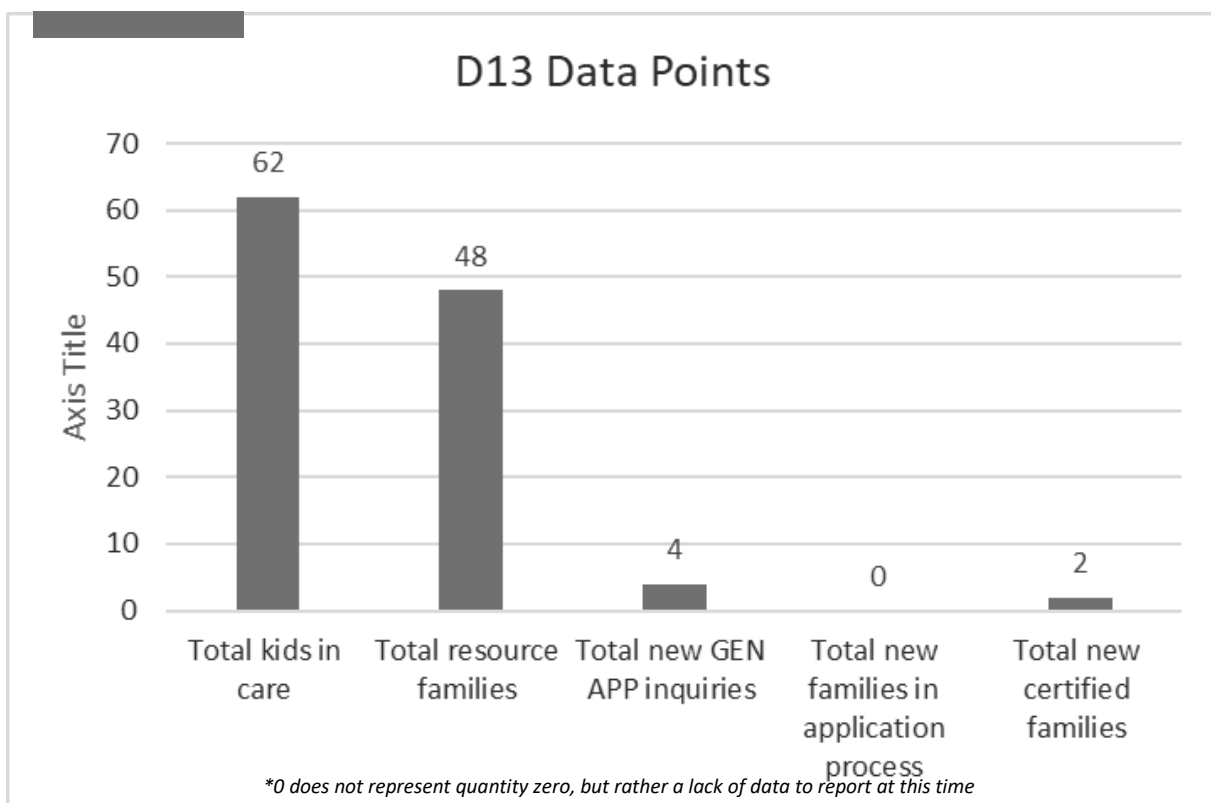
DISTRICT 13

DATA

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**All data is reported for the current month period*

Please reach out to Tammie.R.Blessing@dhsosha.state.or.us with any questions.



OUTCOMES

- Virtual Explore Fostering event planned in collaboration with Every Child in D13 for October to for new inquiring families and families new to fostering or adoption.
- Coordinated with Champion, Marvin Hamilton in D12/ D9 together with Project Lemonade to pick up clothing items for youth. I delivered items for youth in Wallowa County.
- Resource family recruitment postings were placed on the following community partner Facebook sites: Building Healthy Families, Eastern Oregon Kinder Readiness, Blue Mountain Early Learning Hub, Baker School District, New Direction’s Northwest, Inc.
- Options for recruitment advertising on billboard locations on I-84 and radio advertising through Elkhorn Media Group were explored.
- District 13 Resource Family Newsletter. Newsletter included training opportunities, resources to support children, youth and families, self-care promotion and celebration and support for kinship families.
- Met with resource parent to hear feedback gathered from other resource parents in D13 about customer service experiences.

COMMUNITY CONNECTIONS

- Elves on A Mission
- Greater Oregon Behavioral Health Inc.
- Every Child, Erin Taggart & Marcus Gillette
- La Grande United Methodist Church
- CASA
- District Resource Families
- Eastern Oregon Early Learning Hub
- The Adoption Connection
- Project Lemonade
- Wallowa Valley Center for Wellness

TAMMIE BLESSING

DISTRICT 14

**GRANT, HARNEY,
MALHEUR**

ONGOING WORK

- Meeting with Grant County Wraparound Review/Practice Level workgroup to collaborate on recruitment efforts for resource parents 10/06/21.
- Recruitment presentation to Harney County LCAC 10/12/21.
- Participation in focus groups for review of core training for resource families.
- Meeting with Rural Alliance for Diversity in Harney County to brainstorm collaborative opportunities for supporting and recruiting resource families.
- Collaboration with D14 Certification Team and community partners for holiday planning to support resource families and children experiencing foster care.

D14 SUMMARY

This month I continued work on the District 14 Retention and Recruitment plan. I met with the leadership team in D14 to develop work groups for implementation of goal 1 of their retention plan which focuses on a communication plan involving protective services, permanency and certification units. Work groups were devised for strategies involving each unit. Efforts toward meeting recruitment goals included outreach to community partners requesting recruitment needs continue to be posted on partner social media sites, or in print materials.

Community partners were provided with ODHS recruitment materials that were county specific and included the need for Affirming homes for LGBTQ children/ youth, sibling groups, young children and teens.

I participated in the National Adoption Conference which focused on providing care and support for children in adoptive placements and their families. Much of the information from the conference can be applied directly to all resource families whether they are fostering or adopting. Resources and information from the conference has been shared with the ODHS Resource Parent Retention and Recruitment Champion Team and will be shared with resource families and foster care certifiers as appropriate.

Coordination and delivery of clothing provided by Project Lemonade and Every Child to children and youth experiencing foster care was another focus this month. Delivery of clothing included travel to pick up clothing from fellow Champion, Marvin Hamilton in Umatilla County and trips to Malheur, Harney and Grant Counties for delivery. Due to the geographic distance across D14, this effort took 3 full days of travel.

I also participated in temporary lodging staffings, followed up on all new District 14 general applicant inquiries and sent out exit surveys.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- District 14 Retention & Recruitment Planning Group

Trainings I have participated in this month include:

- National Adoption Conference. Resources from the conference were shared with the statewide champion team on supporting LGBTQIA+ children & youth, brain-based parenting strategies, concepts for supporting resource parents and transracial placements. Resources can be shared with resource parents and ODHS staff.
- National Adoption Month: Every Conversation Matters by AdoptUSKids

THE NUMBERS

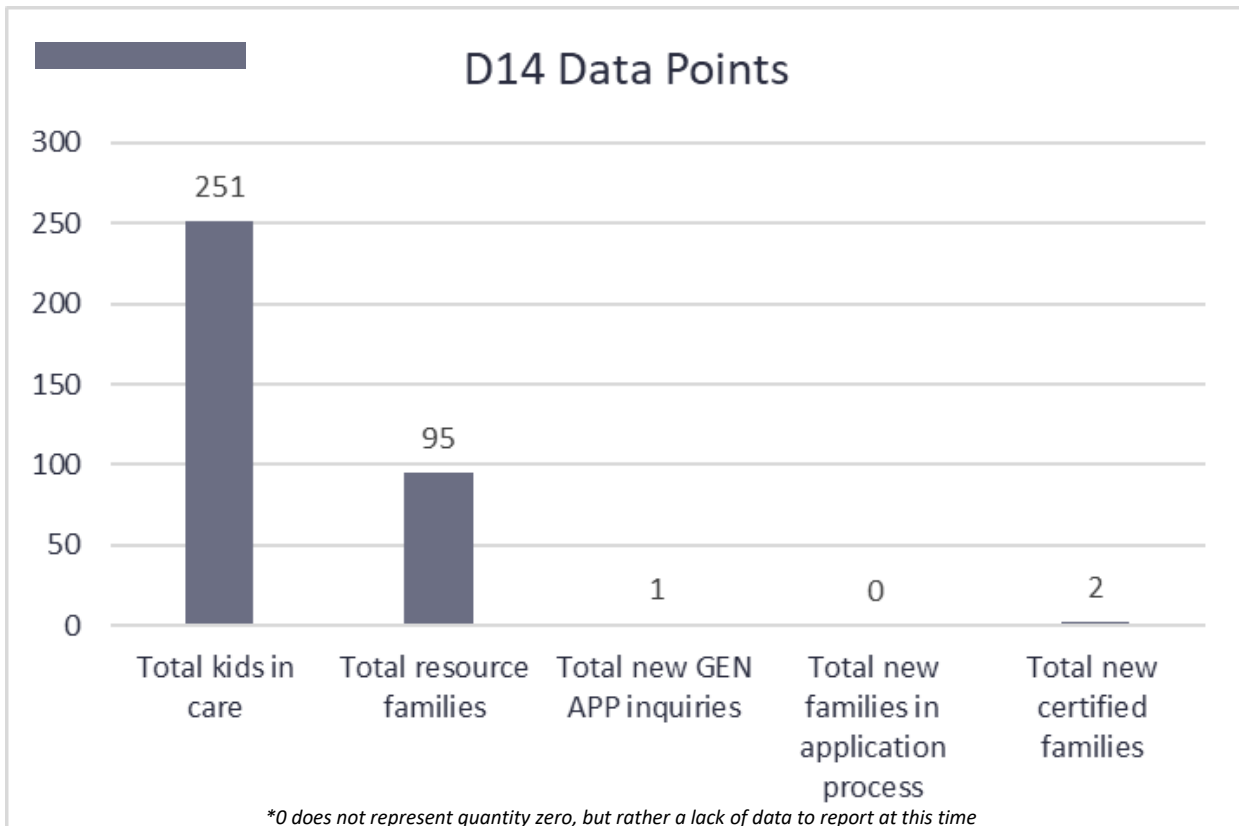
DISTRICT 14

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**All data is a reported for the current month period*

Please reach out to Tammie.R.Blessing@dhsoha.state.or.us with any questions.

DATA



OUTCOMES

- Planned virtual Explore Fostering event in collaboration with Every Child in D13 for October 21st & 28th for new inquiring families and families new to fostering or adoption in D13 & D 14.
- Coordinated with Champion, Marvin Hamilton in D12/ D9 together with Project Lemonade to pick up clothing items for youth. I delivered items for youth to Grant, Harney and Malheur Counties.
- Resource family recruitment postings were placed on community partner Facebook sites for Malheur Education Service District, Harney/ Grant CASA, Eastern Oregon Kinder Readiness.
- Participated in Malheur Community Services meeting and requested assistance by community partners in marketing resource family recruitment needs through partner Facebook or other social media sites or print materials using provided ODHS recruitment materials.
- Options for recruitment advertising on billboard locations on I-84 and radio advertising through Elkhorn Media Group were explored.
- District 14 newsletter. Newsletter includes upcoming training for resource parents, statewide and local resources for resource parents, and recruitment needs for District 14. The newsletter has been distributed to resource families and all D14 Child Welfare staff.

COMMUNITY CONNECTIONS

- Every Child, Marcus Gillette
- CASA Harney/ Grant Counties
- Project Lemonade
- Greater Oregon Behavioral Health, Andrea Lockner
- Eastern Oregon Early Learning Hub
- Rural Alliance for Diversity, Harney County
- The Adoption Connection.
- Elkhorn Media Group

MARYANNE MILLER

DISTRICT 15 CLACKAMAS

ONGOING WORK

- Resource Parent Focus Group
- Retention workgroup and plan
- Recruitment plan
- Mix and Mingle with Every Child
- Foster Parent Night Out

D15 SUMMARY

This month we have continued working on our retention and recruitment goals. The primary focus this month was on retention of resource parents and how to support them during this time by working closely with community providers and local branch personnel.

Highlight of the Month: Attended the Belmont Street Fair for recruitment of resource parents with D2 champions as part of our recruitment goal #4. Reached out to and have started working with the local school district resource care coordinators to support our resource families. Met with Every Child during multiple planning meetings in collaboration with D16 and D2, as Every Child PDX covers all of our districts, as this will be the most efficient way to collaborate our goals for recruitment of resource parents to care for our teen community which is recruitment goal #2. Still have been able to provide Flash Boxes to resource parents to help with morale and thank them for their hard work.

Success of the month: Working on retention goal #1 we scheduled the first Resource Parent Focus Group for October by working closely with certification staff and our resource parents. Met with the certification supervisors to brainstorm retention ideas to help support resource families. These include passes to activities, tutoring, or other supports for families. Working with Every Child on retention goal #2 regarding the Mix and Mingle events for respite care which will be occurring for D15 in February but there is one scheduled for D2 in October. We certified a home that will take teens which is part of recruitment goal #2.

Challenge of the month: Reaching out to resource parents that need additional support. Reaching out to organizations that specialize in trainings regarding LGBTQIA2+ youth to schedule trainings for our resource parents. One of the programs responded that they are holding off trainings for the next few months while they update their training. The other program charges a fee and I have inquired about the training budget for resource parents but as of this writing have not received information. I have been working on gathering data for retention goals #4, #5, #6 regarding Comfort Calls, Ice Breakers, and Family time visits through meetings with supervisors, presentations, and training materials.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- Tri-County Summit
- Resource Parent Focus Group

Trainings I have participated in this month include:

- Diversity Training: Trauma is a Universal Experience but Healing Begins With You
- Diversity Training: Equity Informed Restorative Justice
- Child Welfare Virtual Expo
- Champion Learning Lab
- Communicating and Direct Work with Traumatized Children

THE NUMBERS

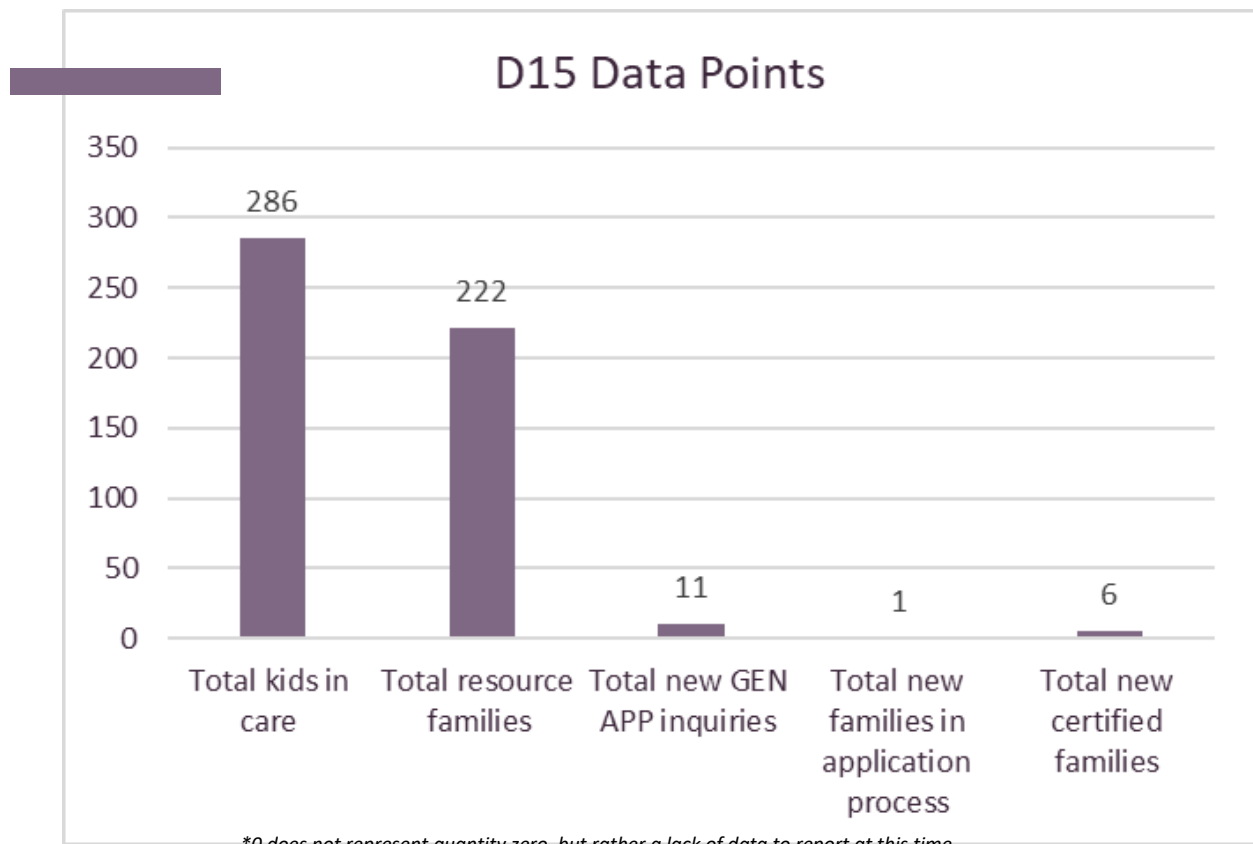
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DISTRICT 15

**All data is a reported for the current month period*

Please reach out to Maryanne.Miller@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

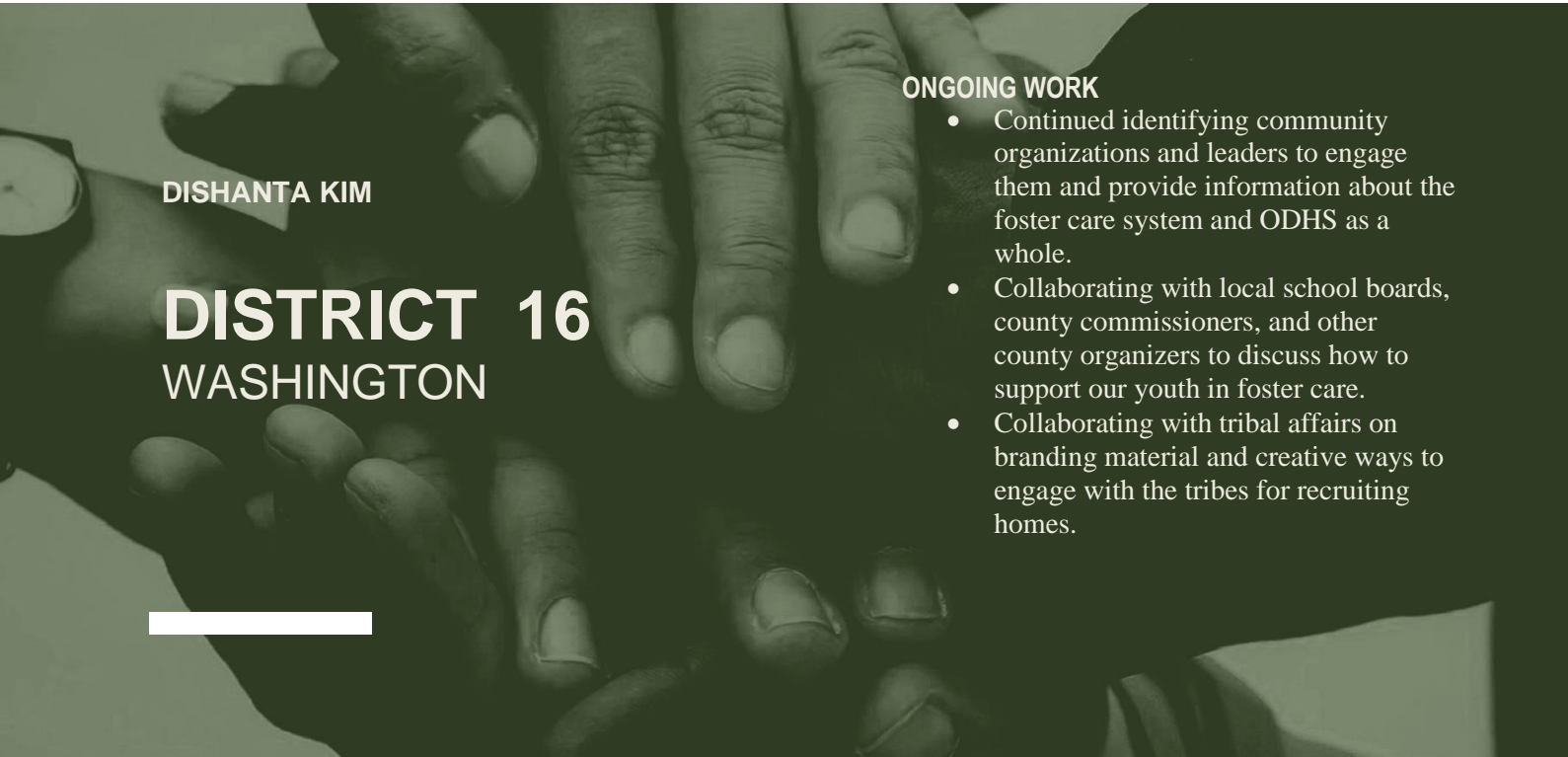
- Started the workgroups to organize the Resource Parent Focus Group which allowed for the first one to be scheduled
- Contacted resource parents to participate in upcoming focus group and was able to assemble a panel
- Met with program managers to brainstorm ideas for retention plan for resource families
- Met with certification supervisors to brainstorm retention ideas
- Met with Every Child PDX to brainstorm recruitment ideas based off the set goals
- Started working on ice breakers

COMMUNITY CONNECTIONS

- North Clackamas School District
- PFlag meeting to share about recruitment
- Bloomin Beyond Foster Care/ Bloomin Boutique
- Every Child
- Temporary lodging staffings

CHAMPION COLLABORATION

- Belmont Street Fair with D2
- Clackamas County School Districts



DISHANTA KIM

DISTRICT 16 WASHINGTON

ONGOING WORK

- Continued identifying community organizations and leaders to engage them and provide information about the foster care system and ODHS as a whole.
- Collaborating with local school boards, county commissioners, and other county organizers to discuss how to support our youth in foster care.
- Collaborating with tribal affairs on branding material and creative ways to engage with the tribes for recruiting homes.

D16 SUMMARY

This month has been a mixed bag of activities. Most of them surrounding recruitment efforts through bridge building with marginalized communities. This worker reached out to the seven school districts that are in Washington County with the goal of creating space to share data with these school districts and work in tandem to support our youth and families within their communities.

I am creating a data presentation for these organizations to ensure I am sharing the same messaging with all of these different entities. As we know the data is fluid but I am mostly interested in how these agencies view the data shared with them and what makes them curious. I believe from this bold ideas can occur.

Being a part of AdoptUSKid's Minority Professional Leadership Development (MPLD) program, has afforded me the opportunity to collaborate with other states' Child Welfare professionals. I was able to meet with a recruitment supervisor from Massachusetts to brainstorm and strategize. One idea I learned from our meeting is the need for "ambassadors" that are current resource parents to help with the recruitment in different areas. Uniquely, in Massachusetts, they have had ambassadors that they have paid to do recruitment work even before they had full-time recruiters.

Another great idea was for the champion team to create "info sessions" virtually statewide for different topics to reach out to new and prospective resource parents. Much like the virtual explore fostering sessions led by Every Child, it would be a great idea for ODHS to offer something similar maybe quarterly or so that is open statewide and led by the champion team to cover various foster care topics. It would be great for champions to share the feedback from some of their listening sessions to guide what these topics can/should be.

Workgroups/subcommittees/meetings/actions teams I have participated in this month include:

- B.E.S.T ERG
- HispNet ERG
- WAHONE ERG
- PRIDE ERG
- AAPI ERG

Trainings I have participated in this month include:

- 9/23 - Child Welfare Virtual Expo

THE NUMBERS

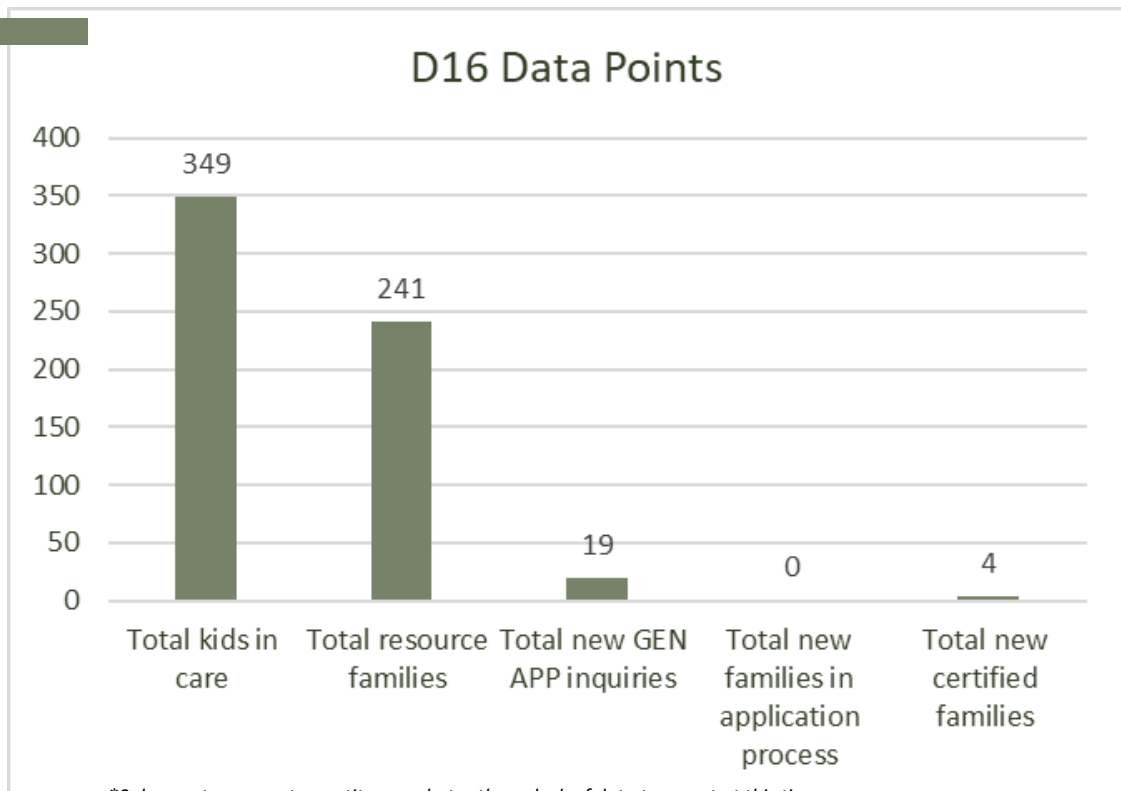
DISTRICT 16

Data provided is a combination of information pulled from ODHS ROM, ORkids, Inquiry Tracker, Inquiry Module and information being tracked by the staff in the local District.

**All data is reported for the current month period*

Please reach out to Dishanta.Kim@dhsosha.state.or.us with any questions.

DATA



OUTCOMES

- Continued momentum with monthly retention meetings. There has been great attendance and collaboration.
- I think the majority of the accomplishments is making myself known in the community in order to start building up these relationships. These strong partnerships will be able to help support our youth and families on a continues basis.

COMMUNITY CONNECTIONS

- Individual/ small group meetings with: Every Child and FCC/D2 Champions
- Co-Facilitate Resource Parent Support Groups held monthly on Saturday mornings
- Community meetings: Every Child Explore Fostering Coffeehouse (9/16)

CHAMPION COLLABORATION

- Retention & Recruitment Action Plan collab w/ D2 & D15 Champions and FCC. September was more planning and leaning on one another for ideas and goals for a marketing campaign for teens.